Equity Training:

Day 1: Understanding Bias, Institutional Racism and DEIJ

Day 2: Advancing Diversity, Equity, Inclusion and Justice through Cultural Humility and the CBP DEIJ Strategy

Sarah Malpass and Dominique Ong

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Welcome

Platform Overview

Zoom	Mural
• Video and audio connection • View the presentation materials • Breakout group video and audio	• Interactive workspace • Breakout group materials and note-taking space

Contracting and Introductions

Contracting

- Your expectations for this training
- What we have planned
- Developing shared expectations
- Agreement on Ground Rules

HELLO

my name is

BRIEFLY, tell your breakout group members:

- Your name

- What is your role at the Chesapeake Bay Program?

- Where were you born and where were your people from?

- Share something about your cultural identity that you think they may not know.

- What do you want to get out of today and tomorrow's training?

Expectations Recap

What do you want to get out of today and tomorrow's training?

What we have planned

Day 1:

1. Explore how culture and biases work in the workplace

2. Understand disparities and working from an Equity mindset

3. Develop a shared language about unconscious bias, institutionalized racism and equity

Day 2:

1. Understand the concept of "cultural humility" and its personal and organizational implications for how CBP approaches diversity, equity, inclusion and justice.

2. Practice strategies that individual staff members and CBP as a whole can use to bridge cultural divides, build positive relationships with community members, and promote an equitable process and outcomes.

3. Review the CBP DEIJ Strategy, and identify opportunities to support its implementation.

Process

- Be here now.
- Active participation + the option to pass
- Respect everyone's right to have opinions and thoughts that are different from yours
- Share at your own level
- W.A.I.T.
- Use "I" statements
- Parking lot
- Time and subject limitations

The Learning Mindset

- Take responsibility for your own learning
- Be open to new ideas
- Education is an ongoing process
- Ask questions that lead you to greater awareness
- Don't assume we are not prejudiced

Care and Respect

- Oops and ouch!
- Assume good intent
- Have high sensitivity for the feelings of others
- Really listen to what others say
- No representatives
- Confidentiality

Have fun!

Looking In

How culture and biases work in the workplace

Let's talk about the pre-work.

Defining "unconscious bias"

bias

Defining "unconscious bias"

unconscious + bias

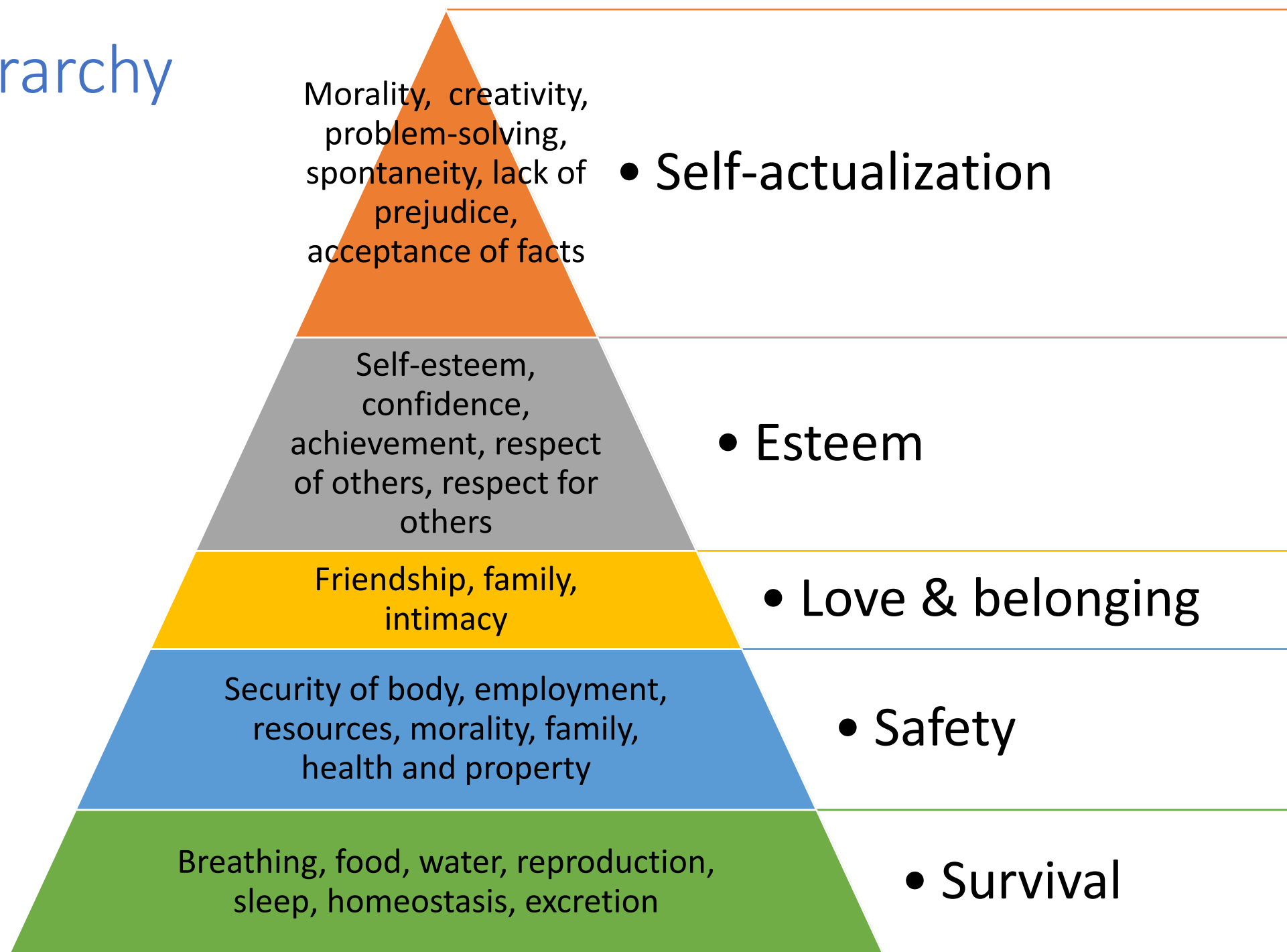# The Triune Brain Theory
(Dr. Paul D. MacLean)

Human brain –culture, planning, self-awareness

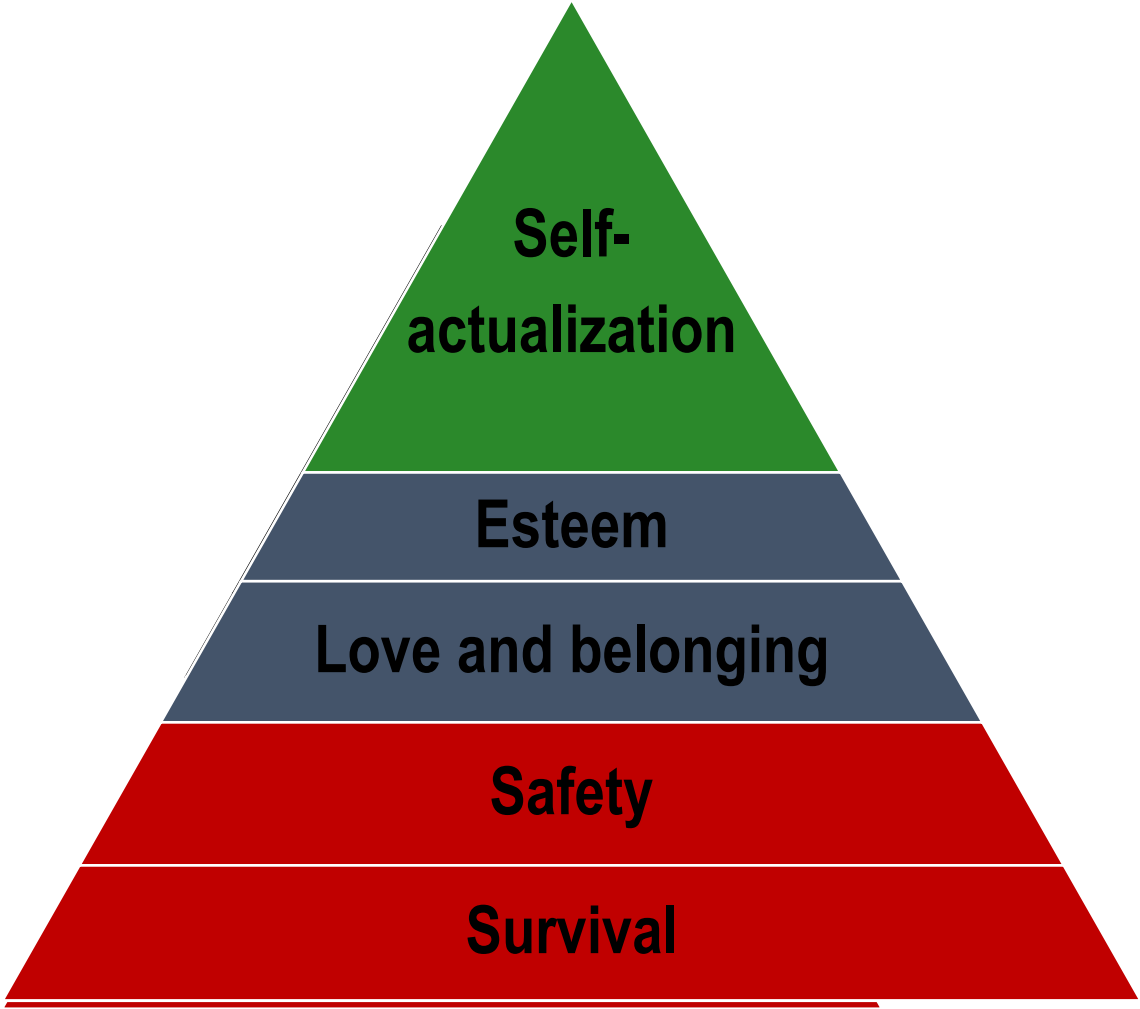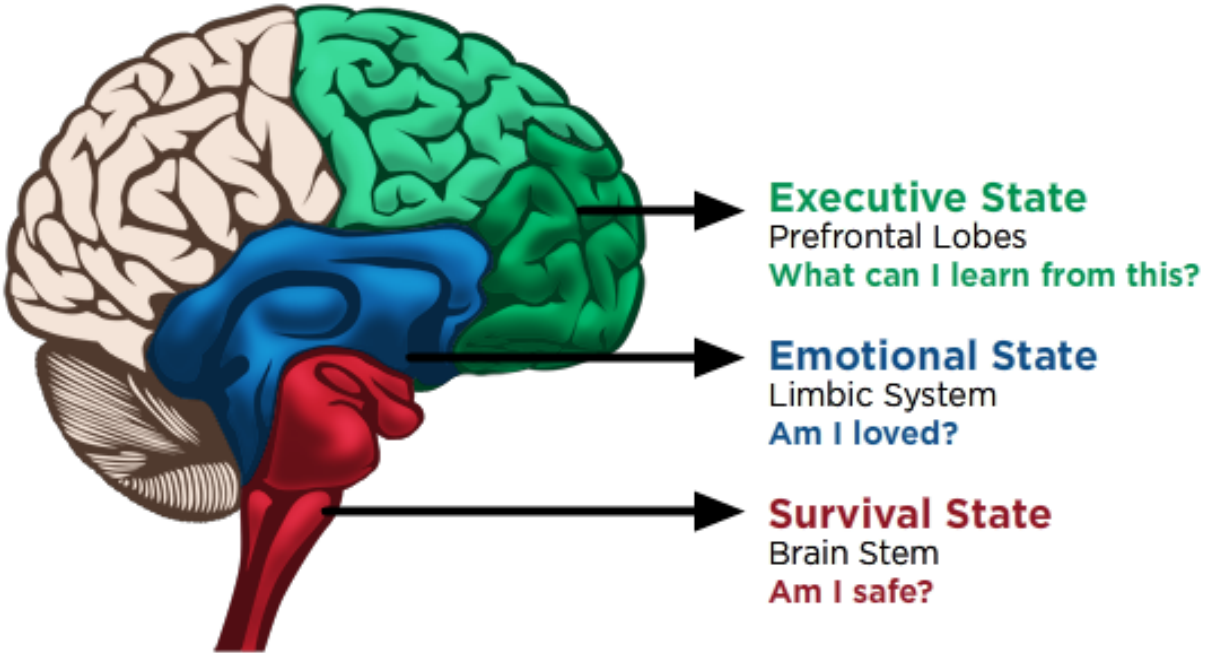**Monkey brain** – encompasses family and feelings

Amphibious/Lizard brain – focused on survival and safety

Maslow's Hierarchy of Needs
(Dr. Abraham Maslow)

Morality, creativity, problem-solving, spontaneity, lack of prejudice, acceptance of facts

- Self-actualization

Self-esteem, confidence, achievement, respect of others, respect for others

- Esteem

Friendship, family, intimacy

- Love & belonging

Security of body, employment, resources, morality, family, health and property

- Safety

Breathing, food, water, reproduction, sleep, homeostasis, excretion

- Survival

The Triune Brain and the Science of Unconscious Bias

Executive State
Prefrontal Lobes
What can I learn from this?

Emotional State
Limbic System
Am I loved?

Survival State
Brain Stem
Am I safe?

Self-actualization

Esteem

Love and belonging

Safety

Survival

What do you see in these pictures?

Breakout Discussion

What resonates with you about the concept of "unconscious bias"?

Is there anything that pinches or is uncomfortable about this concept?

What is culture?
What does culture look like?

"The ideas, customs, habits, skills, arts, etc. of a people or group that are transferred, communicated, or passed along to succeeding generations."

–Webster's Dictionary

Culture ...

- Is only visible in the presence of difference

- Is not always based on race and ethnicity

- Is a layered phenomenon

- Provides a shorthand based on shared assumptions
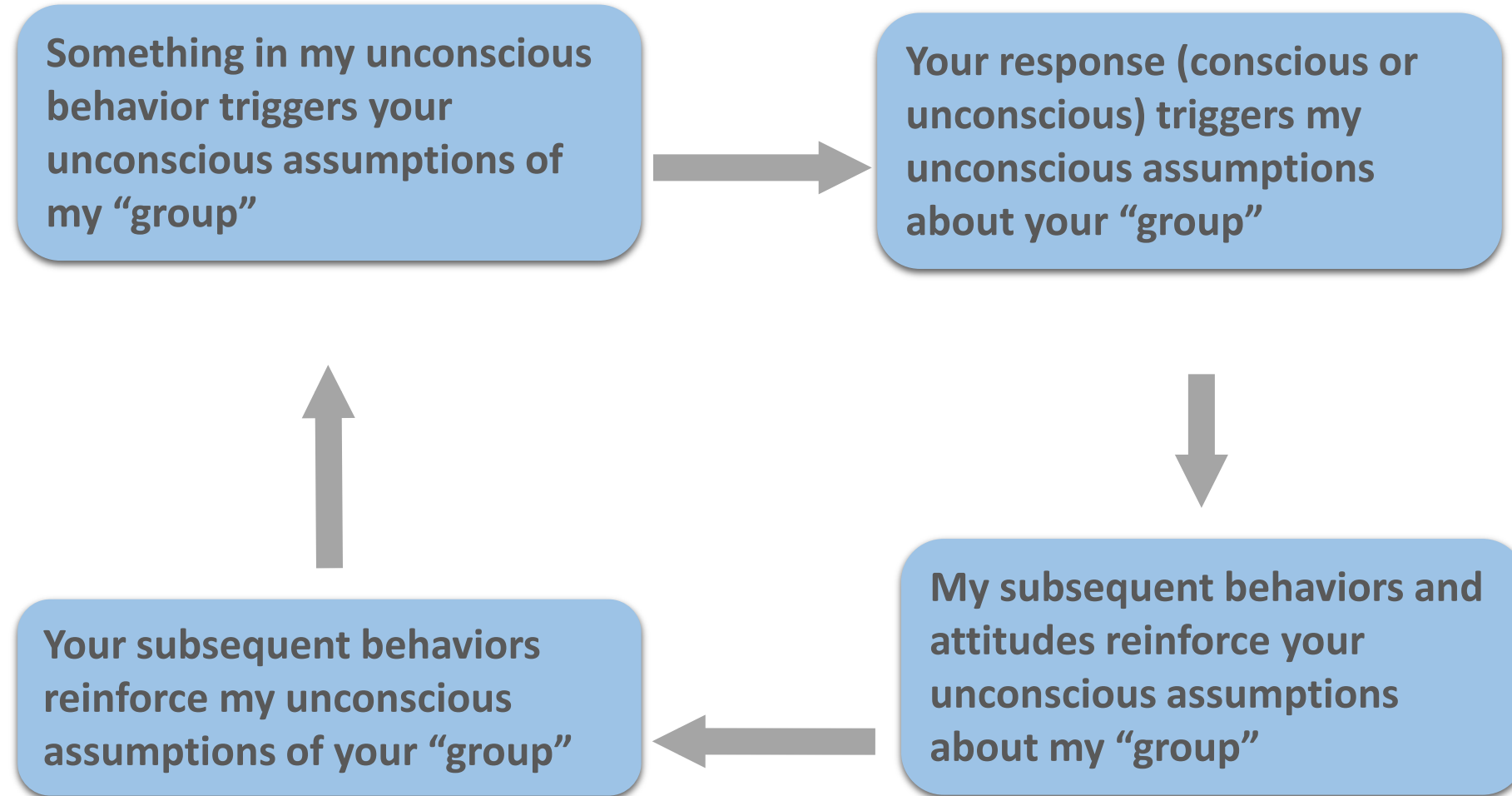
Your culture provides you with ...

Skeo Solutions

A Sense of Comfort and Belonging

Skeo Solutions

Understanding Culture and Unconscious Bias in the Workplace

- CBP has a unique culture that can be different from subgroup to subgroup, different from other workplaces and different from the communities you serve.

- Unconscious bias can be a part of the "shorthand" and culture-based assumptions we use at work to function efficiently.

- This "shorthand" can allow us to function more efficiently in the presence of sameness because commonly-held assumptions allow us to make decisions quickly.

- However, this "shorthand" can also trip us up in a diverse or multi-cultural workplace.

- When the assumptions are not commonly held, we can respond inefficiently or incorrectly to difference or cause hurt and offense inadvertently.

The Impact of Bias in Diverse Workgroups: The Vicious Cycle

Something in my unconscious behavior triggers your unconscious assumptions of my "group"

Your response (conscious or unconscious) triggers my unconscious assumptions about your "group"

My subsequent behaviors and attitudes reinforce your unconscious assumptions about my "group"

Your subsequent behaviors reinforce my unconscious assumptions of your "group"

Breakout Discussion

How have you seen aspects of culture or unconscious bias at work in workplaces?

Short Break

Looking Out

Understanding disparities and working from an equity mindset

Why do disparities exist today, and how can we talk about them?

Why do disparities exist today?

Present day disparities and inequities are the result of public policy decisions.

Public policies can include:

- Neutral or benignly intentioned initiatives that positively impact some communities and negatively impact others.

- Intentionally discriminatory initiatives that target low income communities, people of color, tribal and immigrant communities.

Breakout Discussion

What public policies did you learn about in the videos?

Did anything surprise you?

Have you seen any of these patterns reflected in neighborhoods or near your own community?

Untangling the word "racism"
____

Prejudice: A judgment or opinion, usually but not always negative, formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices can be learned and can be unlearned.

(Credit: CommonHealth ACTION, adapted from American Medical Students Association)

Race Prejudice: A belief that race is the primary determinant of human traits and capacities, and that racial differences produce an inherent superiority of a particular race.

(Credit: Merriam Webster)

Institutional racism:

(1) Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage.

(2) A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. The term identifies dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. Institutional racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

(Credit: Aspen Institute)

Breakout Discussion

How do these three terms seem different than "racism"?

Would any of these terms be more useful (and less charged) in your workplace?

When we look at it this way, does Institutional Racism require intent? Or are outcomes more important?

Working from an Equity mindset

Equality

Equity

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Equity: Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources and rewards by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

(Credit: D5 Coalition)

Everyone gets what they need to thrive!

Breakout Discussion

For those who responded its uncommon, why do you think that is?

How would it change your work if an equity lens was incorporated more routinely?

Living Glossary

Developing a shared language about unconscious bias, institutionalized racism and equity

Living Glossary exercise

In your breakout groups with a notetaker, focus on the set of definitions from the "Living Glossary" handout assigned by the facilitator (15 min):

- What parts of the definition are easily understandable or resonate with you and your experiences? What parts may have pinched or felt uncomfortable for you?
- How could these concepts impact a multi-cultural workforce?

Breakout group recap

Closing exercise

- Something you enjoyed about today?
- Something that challenged you?
- Any aha moment or idea that you will keep exploring as a result of today's conversation?

Closing Remarks