

DEI LEADER ACADEMY-UNCONSCIOUS BIAS LEARNING EXPERIENCE





OBJECTIVES...

The DEI Leader Credential is our flagship inclusive leadership program that covers the tenets of bias, inclusive culture, talent development and acquisition, and building a plan for change and sustainability. The credential program also leverages and platform of fresh content and insights to help companies create evergreen action plans. Course content includes perspectives from industry leaders and includes a network for sustainable change.

Language Matters

Stop, Think, Explore

Seek first to understand, then to be understood.

-Stephen Covey, *7 Habits of Highly Effective People*

STEP MODEL...

Stop **Stop** and listen. Seek first to understand.

Think **Think.** Challenge your assumptions and bias. Think about the language being used.

Explore **Explore** further. Ask questions. Be curious. Clarify.

Prepare **Prepare** for next time. When faced with a similar conversation, misunderstanding, or idea again, what can you do to be inclusive and understanding?

The Need for Belonging and Connection



A fundamental human need for belonging and connection

Strong psychological need for being part of a social group impacts well-being

Exclusion can bring pain like physical pain



Diversity, Equity, and Inclusion

- Diversity within people and groups
- Inclusion is being valued.
- Equity is fairness.

Remember to STEP UP...

Stop

Am I listening
to learn and
understand?

Think

Am I making
assumptions?

Explore

How can I
broaden my
worldview?

Prepare

What can I do
next time to
be inclusive?

Did you know?

Employees who perceive bias are:

- 3x as likely to disengage at work
- 3x as likely to make plans to leave the company
- 2.6x more likely to withhold ideas/solutions





ALLY™ A FORCE FOR GOOD

We accelerate connections, careers and skills
to create a more diverse workforce

UNPACKING UNCONSCIOUS BIAS

WHAT IS BIAS?

- Explicit Bias is attitudes and beliefs we have about a person or group on a conscious level.

- Unconscious/Implicit Bias is unintended, subtle, and subconscious thoughts that happen to all of us, all of the time.

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We'd like to believe we are open-minded, fair, and without bias, but research shows otherwise. This is an important, even if uncomfortable, realization for most of us.

- MAHZARIN BANAJI AUTHOR, BLIND SPOTS: HIDDEN BIASES OF GOOD PEOPLE

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COMMON BIASES



Affinity Bias

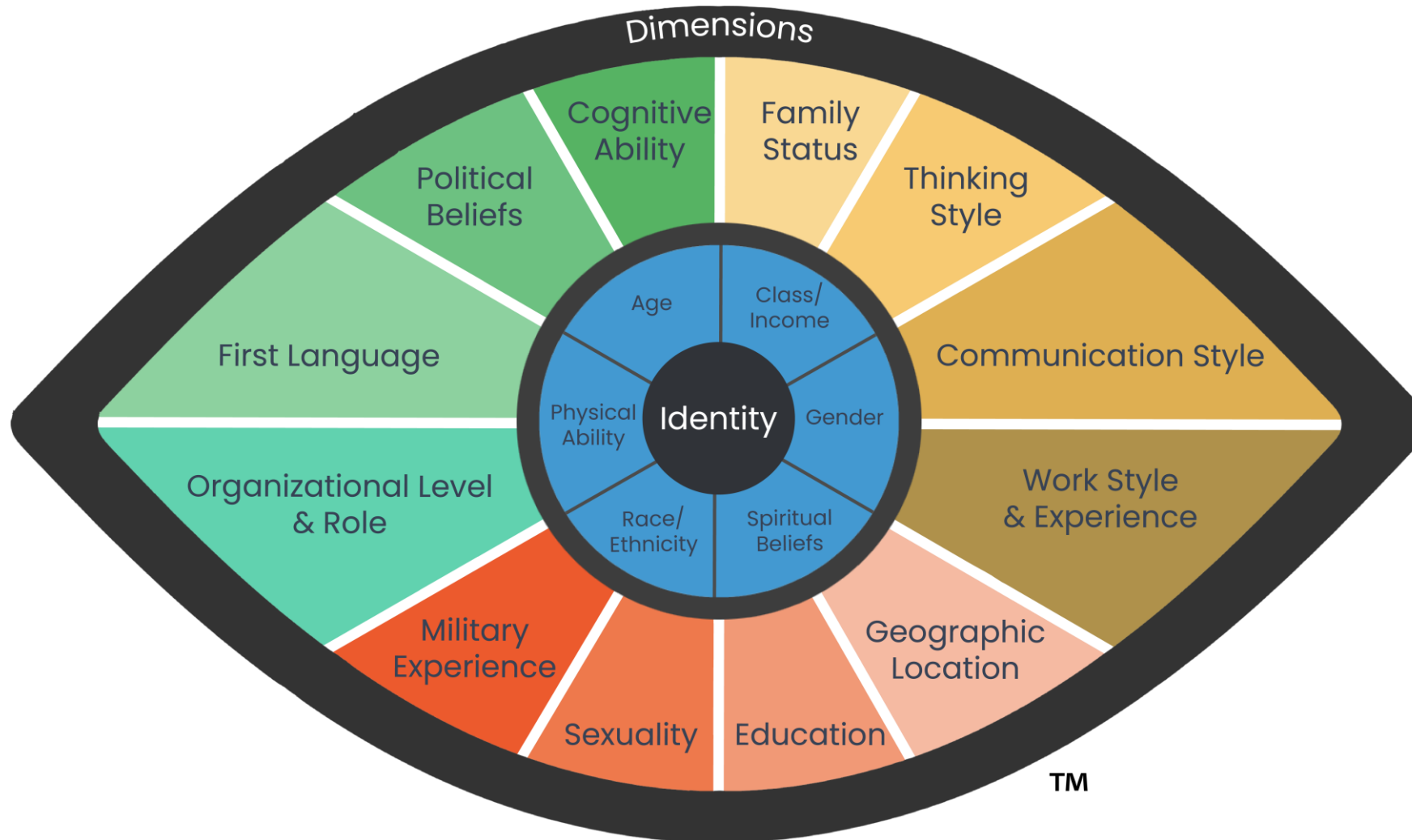


Confirmation Bias



Perception Bias

Frame and Challenge Your Bias



(Eye)identity Model™

These 18 dimensions most often cause conflict when a person feels misunderstood or undervalued.

Frame and Challenge Your Bias

Stop

Hear a stereotype? Making an assumption?
Stop for a moment.

Think

Think about that stereotype or assumption.

Explore

Explore further. Ask yourself questions. Seek additional information to counter the stereotype.

Prepare

Prepare for next time. When faced with this bias again, what can you do to set it aside?

STRATEGIES TO DEVELOP

Begin

- Begin with understanding your own cultural norms.

Identify

- Identify reliable information sources for learning cultural information.

Take

- Take implicit bias tests at projectimplicit.org.

Show

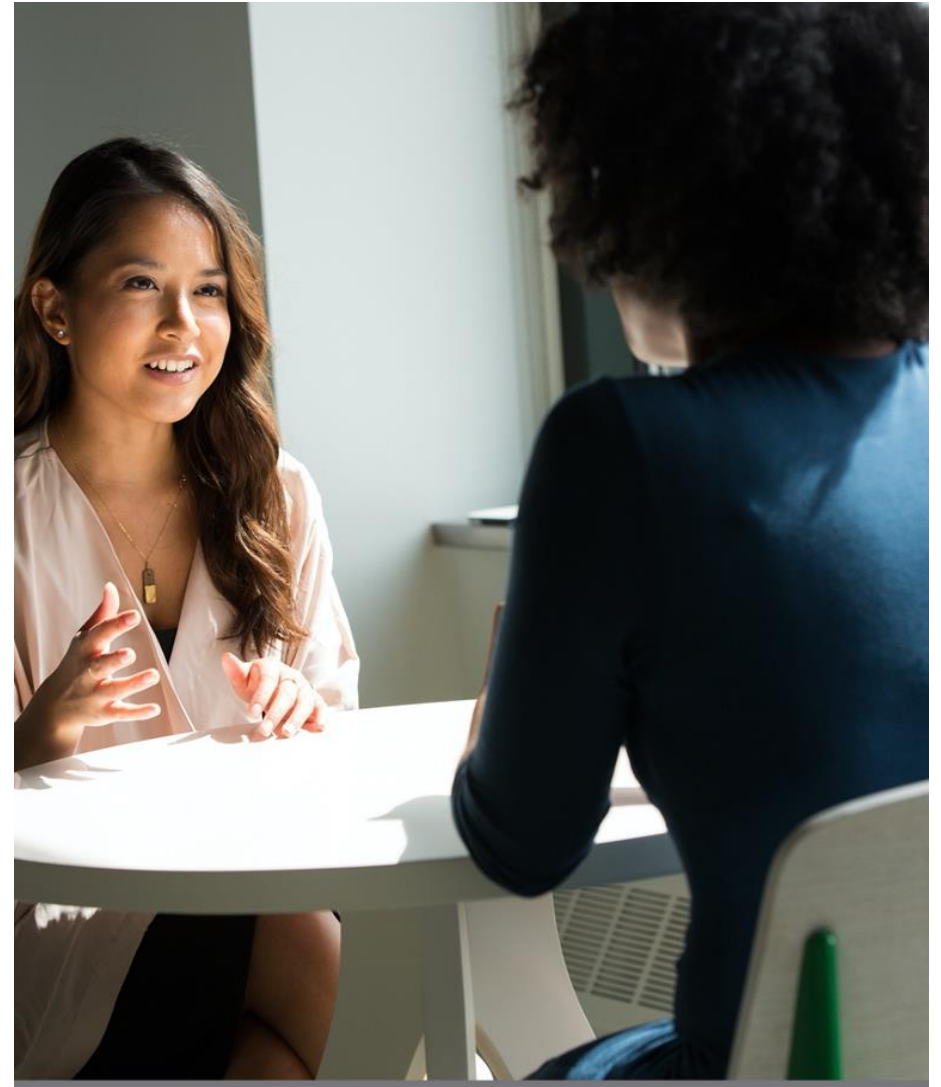
- Show curiosity: talk to people to understand, ask questions naturally in conversation about history, doing things, etc.



Everyday
Superheroes
WOMEN IN ENERGY CAREERS

MICROAGGRESSIONS & MICROAFFIRMATIONS

- Microaggressions are subtle slights and snubs that devalue people.
- Microaffirmations are small, intentional acts that occur when people show they want another person to succeed.



MICROAFFIRMATION BEHAVIOR

- Greet people with sincerity.
- Connect person-to-person.
- Be present during interactions.
- Respond to what is really being said.
- Appreciate and praise strengths and contributions.



ADDRESSING MICROAGGRESSIONS

Assess the environment and yourself; describe what you notice or engage others based on what you see

Ask about the person's comments/behaviors

Disrupt the dynamics

Relate to the person or their comment/behavior

Share your feelings in the moment or the impact of the comment/behavior

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EVERY INDIVIDUAL MATTERS.
EVERY INDIVIDUAL HAS A ROLE TO
PLAY, EVERY INDIVIDUAL MAKES A
DIFFERENCE.

-

Jane Goodall