January Dialogue Session

Implicit Bias and “The Danger of a Single Story”

Thursday, January, 24th
12:30 – 1:30pm
Mudd Hall, Room 203
“Working to change an [organization’s] diversity culture is not something that is achieved by a single individual or by proclaiming certain goals on a mission statement; it is a collective, moral responsibility for which we are all, ultimately, accountable.”

-- (C. Stanley, 2016)
Agenda

- Welcome and Overview – Terese and Kimberly (12:35)
- Ground Rules – Terese (12:37)
- Define Implicit Bias – Kimberly (12:40)
- Danger of a Single Story TED Talk (12:42)
- Break into groups of 6-7 to discuss the following key themes (1:00)
  - Belonging
  - Storytelling
  - Shared Meaning
- Open discussion to larger group to debrief (1:15)
- Closing Remarks (1:27)
- Adjourn (1:30)
Ground Rules

1. Participatory
2. Use “I” Statements
3. Respect
4. One voice, all ears
5. Suspend judgment
6. Seek to Understand
7. Confidentiality
“Implicit Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”

(The Kirwan Institute for the Study of Race and Ethnicity at Ohio State)
Everyone Has Many Identities

- Age
- Gender
- Religious or spiritual affiliation
- Sexual orientation
- Race/ethnicity
- Socioeconomic status
- Some identities are visible (like race or assumed gender)
- Other identities are internalized and are not always easy to see (like a disability, socioeconomic status or education level)
Closing Remarks

• Remember:
  – Mindset
  – Debiasing
  – Uncoupling

• For more on this topic:
  – PBS.org
  – Project Implicit (Harvard Implicit Association Test)
  – Blindspot by Banaji, M. R. and Greenwald, A. G.

• Next sessions:
  – Thursday, Mar. 28th 12:00PM – 1:00PM
  – Thursday, Apr. 25th 12:00PM – 1:00PM
  – Thursday, May 23rd 12:00PM – 1:00PM
Thank You!