

## USU Inclusion and Implicit Bias Training Additional Resources

### USU Trainings

- Allies on Campus
  - <https://inclusion.usu.edu/lgbtqa/allies/index>
- Better Together Interfaith Ally Training Program
  - <http://www.interfaith.usu.edu/getinvolved/oncampus/bettertogether>
- Safe Passages 4 U
  - Request through Melanie Domenech Rodriguez - [melanie.domenech@usu.edu](mailto:melanie.domenech@usu.edu)
- Trans\* 101
  - <https://inclusion.usu.edu/lgbtqa/allies/index>

### Activities and Websites

- *Awareness Skills Knowledge – General (ASK-G): A Cultural Competence Scale for the General Population.* Domenech Rodriguez, M.M., Reveles, A.K., & Litson, K. (2018).
  - See pdf in Box folder
- *Bias Interrupters Toolkits.* The Center for WorkLife Law – UC Hastings College of the Law.
  - Organization Toolkit – <https://biasinterrupters.org/toolkits/orgtools/>
  - Individual Toolkit – <https://biasinterrupters.org/toolkits/individualtools/>
- Harvard Implicit Association Test
  - <https://implicit.harvard.edu/implicit/>
- *Performative Allyship Self-Test.* Ally Henny. (2019).
  - See pdf in Box folder
- Southern Poverty Law Center – Teaching Tolerance activities
  - <https://www.tolerance.org/>

### Articles

- *Calling IN: A Less Disposable Way of Holding Each Other Accountable.* Loan Tran, N. (2013).
  - \*some explicit language used
  - See pdf in Box folder
- *How to Identify, Understand, and Unlearn Implicit Bias in Patient Care.* Edgoose, J., Quiogue, M., & Sidhar, K. (2019).
  - See pdf in Box folder
- *Is Your World Too White? A Primer for Whites Trying to Deal with a Racist Society.* Ashmore, K. (2012).
  - See pdf in Box folder
- *The Characteristics of White Supremacy Culture.* Jones, K., & Okun, T. (2001).
  - <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

## Books

- Blindspot: Hidden Biases of Good People – Anthony Greenwald and Mahzarin Banaji
- Filter Shift: How Effective People See the World – Sara Taylor
- Me and White Supremacy Workbook – Layla F. Saad
- Technical Communication after the Social Justice Turn: Building Coalitions for Action – Rebecca Walton, Natasha Jones, and Kristen Moore
- Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do – Claude M. Steele

## Images

- Cognitive Bias Codex
  - <https://www.visualcapitalist.com/every-single-cognitive-bias/>

## Videos

- 3 Ways to be a Better Ally in the Workplace – Melinda Epler
  - [https://www.ted.com/talks/melinda\\_epler\\_3\\_ways\\_to\\_advocate\\_for\\_a\\_more\\_inclusive\\_workplace](https://www.ted.com/talks/melinda_epler_3_ways_to_advocate_for_a_more_inclusive_workplace)



**USU Inclusive Excellence Symposium 2019**  
**Implicit Bias Disruption: Creating More Inclusive Interactions and Spaces**

**Ice Breaker: What are 3 lenses through which you see the world?**

- 1.
- 2.
- 3.

**Recognize and Reveal: Ways that implicit biases are impacting me**

- 1.
- 2.

**Reject and Replace: Strategies to overcome these biases**

Bias 1


- 1.
- 2.

Bias 2

- 1.
- 2.

**Implicit Bias Disruption:  
Creating More Inclusive  
Interactions and Spaces**

USU Office of Equity  
Old Main 161  
435-797-1266



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**Presentation Values**

<b>Group Values:</b>	<b>USU Principles of Community:</b>
<ul style="list-style-type: none"><li>• Wonder</li><li>• Grace</li><li>• Contribution</li><li>• Respect</li><li>• Self-care and agency</li></ul>	<ul style="list-style-type: none"><li>• Diversity</li><li>• Human Dignity</li><li>• Social Responsibility</li></ul>



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**Today's Topics**

- Implicit Bias basics
- How Implicit Biases impact society and you
- Working on your Implicit Biases



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## Ice Breaker

Write down your answer to this question on your worksheet:

- What are 3 lenses through which you see the world?
- Think about how those lenses shape your worldview and be prepared to share your thoughts



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## Implicit Bias


**What is implicit bias?**

- Having attitudes towards people or associating stereotypes with them without our conscious knowledge



**How are implicit biases formed?**

- Personal experience
- Background
- Cultural environment
- Media



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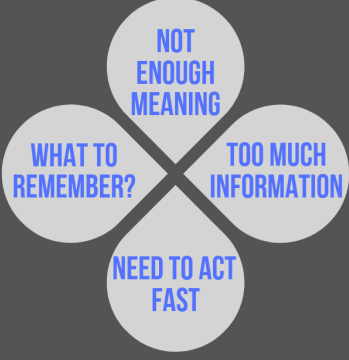
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WHY WE RELY ON

# Implicit Biases



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## Impact of Implicit Biases

- What impacts can implicit biases have on our society?
  - Resumes with white-sounding names receive 50% more calls for interviews than resumes with black-sounding names (Mullainathan & Bertrand, 2004)
  - Teachers have lower expectations for the educational attainments of low socioeconomic status students and students of color (Boyer, Wilhelm, and Hanna, 2010)
  - Utah women earn 70% of men's earnings (66.5% for white, 46.2% for Hispanic, and 51.6% for Native women; YWCA, 2019)
  - Patients who view their physicians as being biased have more difficulty remembering what they were told, have less confidence in their treatment plan, and think it will be more difficult to follow the physician's recommendations (Penneer, Davidou, et al., 2016)
  - 71% of K-12 LGBTQ students have heard negative remarks about gender expression from teachers or school staff (GLSEN, 2016)




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## Working on Your Implicit Biases




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## Working on Implicit Biases: The 4 R's

- Recognize
- Reveal
- Reject
- Replace


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## Strategies for Recognizing and Revealing

- Consider **what** and **who** are being prioritized by your decision-making processes
  - Ease? Convenience? Status quo?
  - You? Others like you? Certain stakeholders?
- Affirm stories of microaggressions, oppression, and injustice shared by marginalized populations
  - “Yes, and ... how are you feeling?”
  - “Yes, and ... how can I help?”
- Ask questions to learn more
  - What might be influencing my reaction?
  - Who has been left out of this situation or conversation?




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## Recognize and Reveal: Active Listening



- Open-ended response: Tell me about that.
- Open-ended question: How did that make you feel?
- Ask “why” at least once




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## Strategies for Rejecting and Replacing

- Consider what you (given your positionality) can do to address microaggressions, oppression, and injustice
- Verbalize your rejection of problematic behaviors, practices, and policies
- Engage with people from diverse backgrounds in-person and through readings, other forms of media, and your research
- Accept feedback from others when you engage in behaviors or support practices that contribute to oppression and injustice




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## Working on Implicit Biases

- **Recognize and Reveal:**
  - Write down 2 ways that implicit biases are impacting you
- **Reject and Replace:**
  - Write down 1-2 strategies for addressing each of those implicit biases



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