

Consciously
Overcoming
**Unconscious
Bias**

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What is unconscious bias?

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An unconscious bias is an assumption that we make—a prejudice that we have—that we may not even realize.

It's not something we've thought about and consciously decided on. It's not based on reasoning, sound or unsound.

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Studies have shown that we're all susceptible to cultural stereotypes—about race, gender, sexual orientation, religion, politics, age, personality type, class, and physical attributes.

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**Unconscious bias is based on pervasive
cultural stereotypes.**

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**Unconscious bias has practical
consequences.**

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Unconscious bias is just that—unconscious.

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**Micro-inequities:
A big word for small actions.**

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Micro-inequities are the small ways in which we see bias at work.

They're disrespectful actions that are sometimes so subtle they leave the targets wondering if they were really slighted or are just being overly sensitive.

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They're things like:

- ✓ Eye-rolling
- ✓ Mispronouncing a person's name repeatedly
- ✓ Excluding someone from a social gathering
- ✓ Failing to give credit where it's due
 - ✓ Not introducing someone

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**Micro-inequities are small or subtle
slights.**

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Micro-inequities take a toll on the target.

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**Micro-inequities can result from
unconscious bias.**

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**Micro-affirmations:
Small gestures, big impact!**

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Micro-affirmations are small gestures of respect and inclusion that anyone can make.

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**Micro-affirmations are a way of becoming
more *consciously* fair,
more *thoughtful* about our biases,
and more *respectful* in our perceptions
and dealings with our colleagues.**

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**There are 4 kinds of micro-affirmations that
can make our workplace happier and more
productive.**

Listening - Including - Valuing - Engaging.

They spell L-I-V-E !

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LISTENING
INCLUDING
VALUING
ENGAGING

PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE

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LISTENING

- ✓ Making eye contact
- ✓ Paying attention to what others have to say
 - ✓ Not interrupting

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INCLUDING

- ✓ Inviting to participate
- ✓ Keeping everyone in the loop
- ✓ Being socially inclusive

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VALUING

- ✓ **Giving credit where it's due**
 - ✓ **Encouraging strengths**
- ✓ **Acknowledging accomplishments**

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ENGAGING

- ✓ Saying hello and goodbye
 - ✓ Being friendly
- ✓ Asking everyone for their input

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**Micro-affirmations are the
antidote for micro-inequities.**

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Micro-affirmations are just polite.

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Micro-affirmations are easy to do.

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**It's not that hard to *consciously* move beyond
our *unconscious* deep-seated biases
and treat each other with the respect and
consideration that we all deserve.**

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