

# Inside Out: Understanding Our Implicit Bias

June 26, 2020

## Welcome!

While we're getting settled, please join the polling system we're going to use today:

1. Use the text message app on your phone

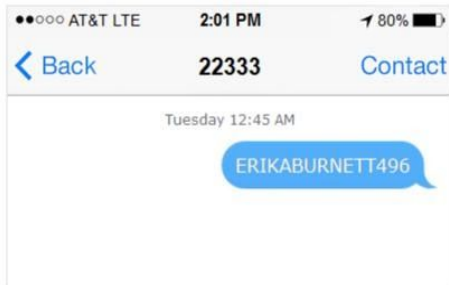
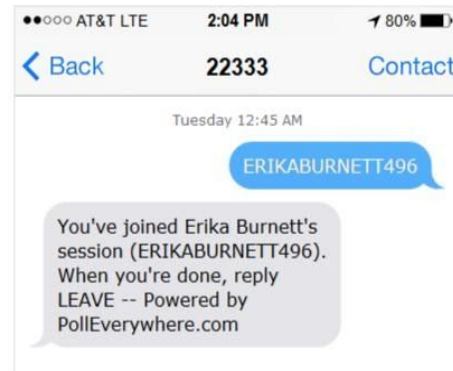
You should receive this message back:

2. The *phone number* is:

**22333**

3. The *text message* to send is:

**ERIKABURNETT496**



*If you don't, please let us know!*



- What were you taught?
- How was this learning reinforced or disrupted?



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TRADITIONALISTS Pre-1945	BOOMERS 1946-1965	GEN X 1966-1977	MILLENNIAL 1978-1995	GEN 2020 After 1995
<b>Experienced:</b> Great Depression, WWI and II, GI Bill	<b>Experienced:</b> Television, Moon Landing, Watergate, Vietnam War	<b>Experienced:</b> MTV, Nintendo, PC's	<b>Experienced:</b> Natural disasters, diversity, mobile technology	<b>Experienced:</b> Economic downturn, Global Warming
<b>Work is:</b> An obligation	<b>Work is:</b> Expected	<b>Work is:</b> A difficult challenge	<b>Work is:</b> A means to an end	<b>Work is:</b> Consistently evolving
<b>Aspiration:</b> Home ownership	<b>Aspiration:</b> Job security	<b>Aspiration:</b> Work-life balance; independence	<b>Aspiration:</b> Freedom and flexibility	<b>Aspiration:</b> Structure and stability
<b>Changing Jobs:</b> Stay for life	<b>Changing Jobs:</b> Loyal to employer; connecting to values	<b>Changing Jobs:</b> If necessary for compensation	<b>Changing Jobs:</b> Is expected	<b>Changing Jobs:</b> Constantly
<b>Career Paths:</b> Slow and steady	<b>Career Paths:</b> Upward mobility	<b>Career Paths:</b> Need to know options now	<b>Career Paths:</b> Switch frequently and fast	<b>Career Paths:</b> Career "multitaskers"

## Generational Differences - Experiences in the Workplace

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## Dimensions of Identity - Power Analysis

Dominant/Agent		Non-Dominant/Target
	<b>SEX (biology)</b>	
	<b>RACE</b>	
	<b>LANGUAGE</b>	
	<b>PHYSICAL FUNCTION</b>	

Dimensions of Diversity: Aspects of identity based on group membership, such as race, class, ethnicity, sexual orientation, gender, or physical functioning. These aspects of identity may or may not be visible or obvious to others. Membership in some groups result from birth. Others result from circumstances or experiences that you have little or no control over. Still other groups may be a matter of choice.

Unearned privilege: Systematic advantage that is granted based on race, gender, socioeconomic status, sexual orientation, or other dimensions of diversity, regardless of individuals' personal characteristics or efforts. This creates dominant/agent and non-dominant/target groups in a society. These advantages are real and exist whether or not a person from a privileged group makes a conscious, deliberate choice to seek or act on the privileges or whether the person is even aware that s/he benefits from such systematic, structural advantages.



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## Working Across Lines of Difference - Breakout room discussion questions

- What should I know about your dominant communication style?
- What factors create tension or dissatisfaction?
- What do you find most challenging about communicating with \_\_\_\_\_(me)?

## Action Planning

- I. Take the Implicit Bias Test  
<https://implicit.harvard.edu/implicit/takeatest.html>
- II. Assess behavior, attitudes, beliefs, communication (revisit: Values Iceberg, Identity Circle)
- III. Understand your impact (root-cause analysis, problem tree)
- IV. Explore with a spirit of curiosity
- V. "Sit, Stay, Bury, Fetch, New Trick"

MY World as it is	MY World as it should be	Most elegant next step (know + capacity)	Support/Resources

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Tennessee Language Center  
INSTITUTE for PUBLIC SERVICE

*"...create a dialogue with the world."*



County Technical Assistance Service  
INSTITUTE for PUBLIC SERVICE