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
2. The phone number is: 22333
3. The text message to send is: ERIKABURNETT496

You should receive this message back:

If you don’t, please let us know!

Born into world

Grow up and teach young people

Learn from interactions with caregivers, adults, teachers, authority figures, peers

Learning reinforced by social institutions and culture

- What were you taught?
- How was this learning reinforced or disrupted?
Generational Differences - Experiences in the Workplace

Dimensions of Identity - Power Analysis

<table>
<thead>
<tr>
<th>Dominant/Agent</th>
<th>Non-Dominant/Target</th>
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<tbody>
<tr>
<td>SEX (biology)</td>
<td></td>
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<tr>
<td>RACE</td>
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<tr>
<td>LANGUAGE</td>
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<td>PHYSICAL FUNCTION</td>
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**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.
Inside Out: Understanding Our Implicit Bias  
June 26, 2020

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”

<table>
<thead>
<tr>
<th>MY World as it is</th>
<th>MY World as it should be</th>
<th>Most elegant next step (know + capacity)</th>
<th>Support/Resources</th>
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“...create a dialogue with the world. “