In the meantime, please drop the following in the chat:

1. Name
2. Pronouns (if willing to share)
3. What college or area you're joining us from

Example:

Hi everyone, my name is Jona (he/they). I'm from the district HR. Happy Thursday to everyone!
PRESENTATION GOALS:

1. Identify what implicit bias is and how to address your implicit bias
2. Understand how microaggressions can have an impact on you and/or your team
3. Leave you with resources to identify biases that are most likely to influence you
POLL: ICE-BREAKER COLOR ASSOCIATION
Ice-breaker: Color Associations

Which of the following words come to mind when you think of the color BLUE?

- CONFIDENCE
- DEPRESSED
- ANGER
- STABILITY
Ice-breaker: Color Associations

**BLUE**

The color of trust and loyalty. Blue has a calming and relaxing effect on our psyche, that gives us peace and makes us feel confident and secure. It dislikes confrontation and too much attention, but it is an honest, reliable and responsible color and you can always count on its support.

"Out of the blue - means to appear unexpectedly"

<table>
<thead>
<tr>
<th>SYMBOLIZES</th>
<th>SECURITY</th>
<th>TRUST</th>
<th>LOYALTY</th>
<th>RESPONSIBLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>EFFECTS</td>
<td>PROTECTS</td>
<td>CALMS</td>
<td>RELAXES</td>
<td>SUPPORTS</td>
</tr>
<tr>
<td>POSITIVE</td>
<td>CONFIDENCE</td>
<td>PEACE</td>
<td>HONESTY</td>
<td>RELIABILITY</td>
</tr>
<tr>
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<td>PASSIVE</td>
<td>DEPRESSED</td>
<td>PREDICTABLE</td>
</tr>
</tbody>
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Ice-breaker: Color Associations

Which of the following words come to mind when you think of the color YELLOW?

- HAPPINESS
- EXCITEMENT
- FEAR
- CAUTION
Ice-breaker: Color Associations

YELLOW

The color of happiness and optimism. Yellow is a cheerful and energetic color that brings fun and joy to the world. It makes learning easier as it affects the logical part of the brain, stimulating mentality and perception. It inspires thought and curiosity and boosts enthusiasm and confidence.

"Yellow bellied - means to be cowardly and afraid"

SYMBOLIZES
Happiness
Optimism
Positivity
Intellect

EFFECTS
Clarifies
Inspires
Amuses
Energizes

POSITIVE
Creativity
Perception
Mentality
Warmth

NEGATIVE
Cowardice
Deception
Egotism
Caution

#A98600  #DAB600  #E9D700  #F8ED62
Implicit Bias

“Bias is a human trait resulting from our tendency and need to classify individuals into categories as we strive to quickly process information and make sense of the world. To a large extent, these processes occur below the level of consciousness. This “unconscious” classification of people occurs through schemas, or “mental maps,” developed from life experiences to aid in “automatic processing.” These schemas become templates that we use when we are faced with new encounters. Our brains take pieces of information associated with familiar objects, sort it according to the schemas, and respond according to how we have been trained to react to that category.”

Source here
Explicit vs Implicit

**Explicit bias**
- Expressed directly
- Aware of bias
- Operates consciously
- Example -- “I like whites more than Latinos.”

**Implicit bias**
- Expressed indirectly
- Unaware of bias
- Operates sub-consciously
- Example -- sitting further away from a Latino than a white individual.
Implicit Bias

impacts judgments, decision-making, and behaviors
Defining Microaggressions

Microaggressions are verbal, behavioral, or environmental slights that are the results of an individual's implicit bias. They are often automatic or unintentional and occur on a daily basis. Microaggressions communicate hostile, derogatory, or negative viewpoints.
Microaggressions

Examples may include:

- asking "where are you from?"
- assuming a woman in a meeting will take notes
- presuming someone's partner is of the opposite sex and/or gender
- minimizing disabilities through comments
Microaggressions Impact

Taken singularly or together, microaggressions can form a hostile environment, or even erode trust and confidence with a colleague, team, or supervisor.

https://www.youtube.com/watch?v=e7slPzAL2YE
Strategies to Address Microaggressions

Awareness (Derald W. Sue)
1. Cultivate awareness of your biases
2. Work to increase empathy

1. Micro-affirmations - "tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening.” By affirming and practicing good behaviors, Rowe suggests, we may be able to block unwanted ones. After all, she points out, “attitudes may follow behavior just as behavior may follow attitudes.” As a result, micro-affirmations are a way to counteract unconscious or implicit bias.
Strategies to Address Microaggressions (continued...)


- **Some general micro-affirmation examples include:**
  a. Asking others for their opinions
  b. Recognizing the achievements of others
  c. Using friendly facial expressions and gestures
  d. Taking a genuine, professional interest in someone’s personal life

You can think of a micro-affirmation as a series of small acts of inclusion that add up to an overall feeling of inclusion for everyone.
The mission of Project Implicit is to educate the public about bias and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of our scientific knowledge about bias and disparities.

Please visit https://www.projectimplicit.net to learn more about our team and the programs and services that we offer.
Please complete our survey!
Questions, Comments, Concerns
Thank You

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