

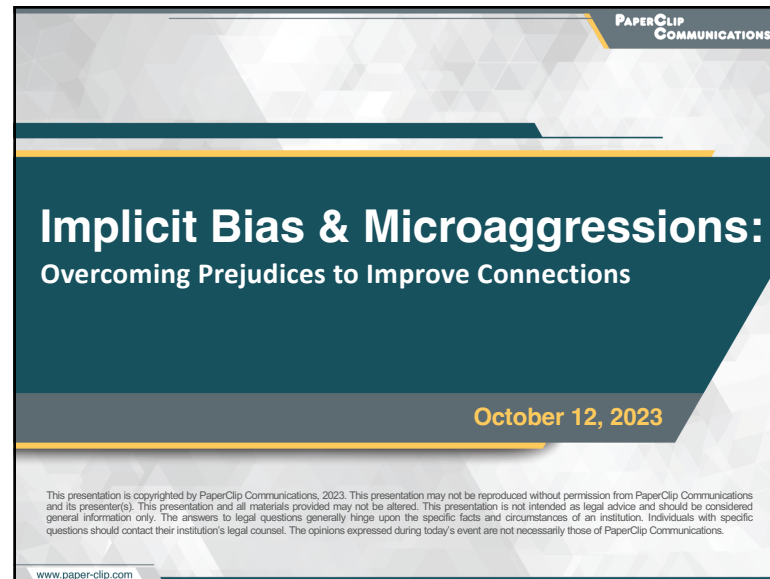


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Welcome to Today's  
PaperClip Communications  
Webinar

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**Implicit Bias & Microaggressions:  
Overcoming Prejudices to Improve Connections**

**October 12, 2023**

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## Today's Moderator

**Laura Leclerc**  
Senior Events Coordinator,  
PaperClip Communications  
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## Today's Presenter

**Rev. Jamie Washington Ph.D.**  
President,  
Washington Consulting Group &  
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@revdrjamie



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## Land Acknowledgement

- We would like to acknowledge that the lands we are meeting on today is the original homelands many Native and Indigenous Tribes.
- We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we gather.
- Without them, we would not have access to this gathering and to this dialogue. We take this opportunity to thank the original caretakers and stewards of this land.

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## Intentions

- To explore how biases exist in our thoughts and interactions with others
- To share a common language and definitions of implicit bias and micro aggressions
- To offer tools for creating a culture that engages implicit bias and micro aggressions.
- To hold the concept of "Intent and Impact" as foundational to creating a greater sense of belonging.
- To **recognize how identities play a role in our biases and develop strategies to disrupt implicit bias.**
- To offer strategies for effective engagement when implicit bias or micro aggressions occur

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## Implicit Bias and Micro Aggression: *It's the little things that matter*

- Key Concept
- Grounding Belief
- Four Agreement
- Defining Implicit Bias and Micro Aggressions
- When Breakdowns Occur
- Final Thoughts



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### WHAT I BELIEVE

- I believe you care about yourself, your work and that you want to be in an environment that supports your full contribution to the mission of this institution.
- I believe you want the same for others.
- Thus, if you learn that if you are behaving or being experienced in ways that are out of alignment with these beliefs, you will commit to...
  - Engaging, Exploring and Examining, your behaviors, attitudes and assumptions...
  - Considering the feedback from others with humility and curiosity and a commitment to living into the values of excellence, inclusion and belonging.

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## Getting Started



- When you hear the words “micro-aggression” what comes to mind?
  - What’s been your experience with the concept of micro-aggressions?
- When you hear the words, implicit or unconscious bias, what comes to mind?
  - What has been your experience with unconscious and implicit bias?
- Hopes for our time together

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## The Four Agreements of Courageous Conversations.

*Glen Singleton ©*

<p style="text-align: center; font-size: 2em; font-weight: bold;">1</p> <p style="text-align: center; font-weight: bold;">stay engaged</p> <p style="font-size: small;">Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”.</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">2</p> <p style="text-align: center; font-weight: bold;">experience discomfort</p> <p style="font-size: small;">This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open.</p>
<p style="text-align: center; font-size: 2em; font-weight: bold;">3</p> <p style="text-align: center; font-weight: bold;">speak your truth</p> <p style="font-size: small;">This means being open about thoughts and feelings and not just saying what you think others want to hear.</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">4</p> <p style="text-align: center; font-weight: bold;">expect &amp; accept nonclosure</p> <p style="font-size: small;">This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.</p>

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## Key Concept

Context

Content

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## Context

- Me/You
  - Individual
- Us/We
  - Group
- Environment/Location/Campus
  - System/Culture Organization
- History/Present and Future
  - Time/Timing
- Emotional State of the Organization
  - Power Dynamics
  - Culture of Engagement

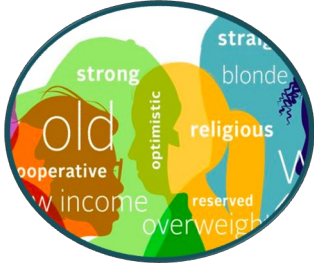
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## Unconscious and Implicit Biases

- **Unconscious biases** are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds **unconscious** beliefs about various social and identity groups, and these **biases** stem from one's tendency to organize social worlds by categorizing.
- Unconscious bias happens outside of our control. It occurs automatically and is triggered by our brain making a quick judgment and is more predominant than conscious prejudice.
- **Implicit bias**, or implicit stereotype, is the unconscious attribution of particular qualities by an individual to a member of some social out group.




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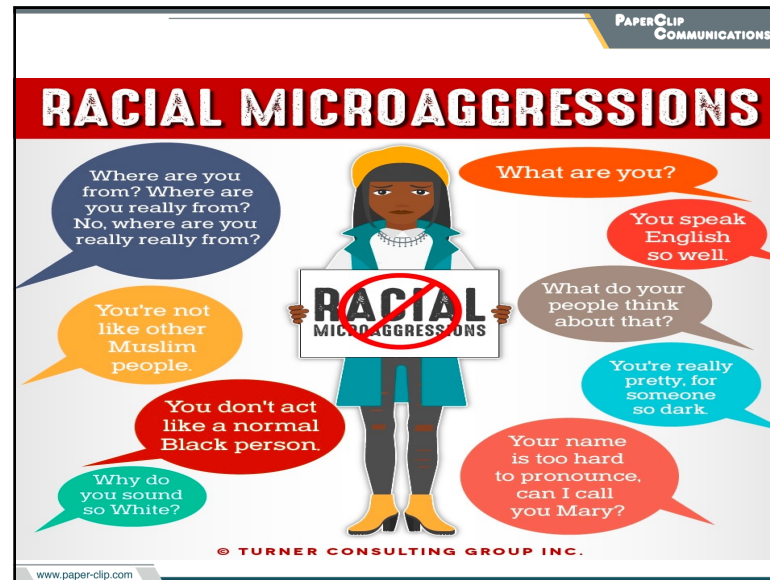
## Microaggressions

- Microaggressions are brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative slights, invalidations, and insults to an individual or group because of their minority group status.
- Microaggressions can manifest verbally, nonverbally, and/or environmentally, and include microinsults and microinvalidations.



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## Reflection Exercise

- Thoughts, Feelings and Reactions...
- What is an example of a microaggressions or implicit bias that you've experienced.
- How did you respond?

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Now it's time  
for a 3-minute  
stretch break.


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## RESPOND

- Can you say more about what you mean?
- I'm not sure I understand your question or statement..
- Did you notice what just happened?
- Are you open to some feedback?
- Ouch ! OooH?
- Is anyone else feeling uncomfortable?




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## RECOVER

- Let me think about that?
- I'm not sure what I meant?
- It looks or feels like my comment had a negative impact. Am I right?
- Is it ok to ask, "what was the impact"?
- My hope is to uncover my implicit biases and micro- aggressions, as they show up in me, so I can make different choices.
- As a ..... I've not had to think about that.... I'm sorry.



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## RESTORE

- Thanks for letting me know. What I've learned is...
- I commit to....
- I'm not sure I fully understand, and I do believe you and hear the impact, I need to do more work around this...
- Are you open to a follow-up conversation?
- Is there anything you need at this moment?



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## Key Concept for Engaging Implicit Bias and Microaggressions





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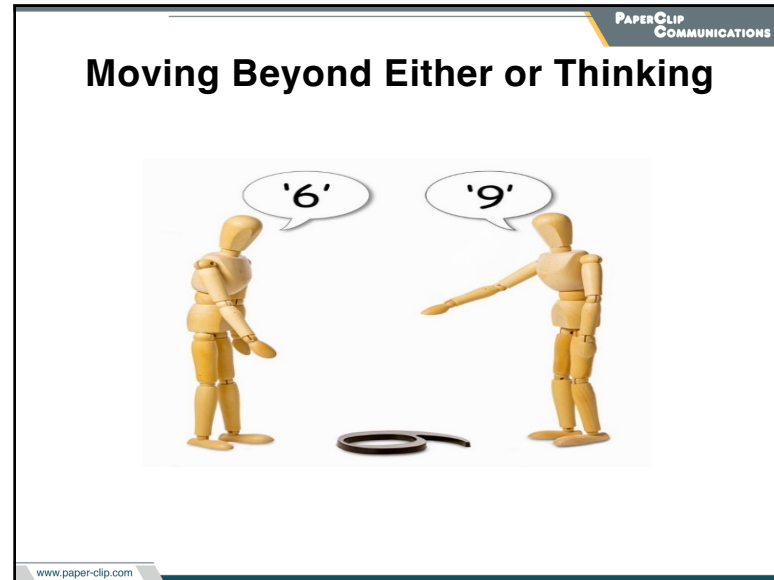
## When the Breakdowns Happen

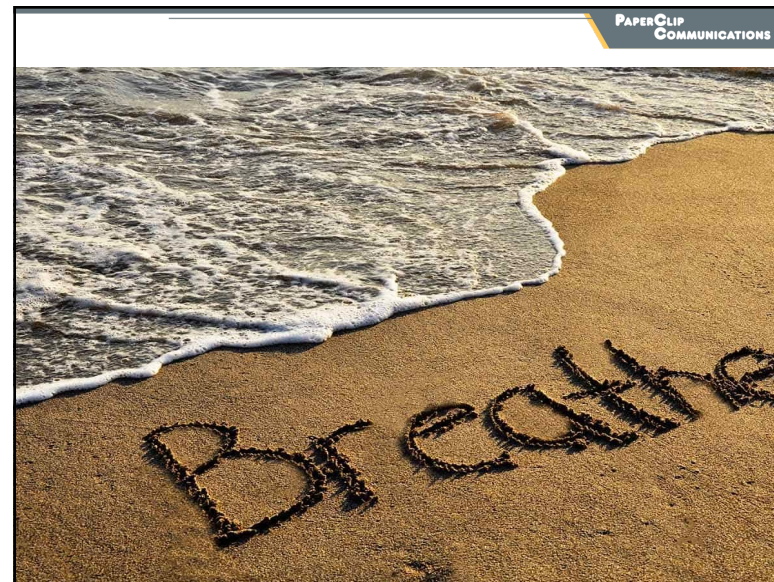
- Intent vs Impact
  - Cumulative Impact
    - People seldom start out yelling
- Prepare to Engage Conflict and Discomfort
- Pay attention to who's comfort matters
- Public Break Down – Public Repair
- Engage and ReEngage

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## Today's Key Takeaways

- Implicit and Unconscious Bias is in all of us.
- It can mean we favor or do harm.
- Implicit and Unconscious Bias manifest at the interpersonal and systemic levels.
- Racialized microaggressions, invalidations or insults are not just little misunderstanding, they can have major impacts on creating a culture on exclusion.
- Recovering from Implicit bias and Microaggressions requires doing self work and practice.

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College Student Educators International



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creating  
change  
conference

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Now it's time  
for the Q&A.

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This slide features a white background with a thin vertical line on the left side. The text "Now it's time for the Q&A." is centered in a dark teal font. The PaperClip Communications logo is in the top right corner, and the website URL is in the bottom left corner.

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## Q&A Session

**Ask a Question or Offer a Comment!**  
Type in a question or comment at any time by using the Q&A panel on the webinar platform.

If you have a question that you were unable to ask during the webinar, please feel free to email the presenter(s) directly or email [info@paper-clip.com](mailto:info@paper-clip.com) and reference today's webinar.

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## We Want to Hear From You!

Please contact us at [info@paper-clip.com](mailto:info@paper-clip.com) with any feedback, questions or suggestions.

*Thank you for your participation,*

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**Frontline Staff & ADA Training**  
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**October 24, 2023**

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Manage Sensitive Incidents Consistent with Recent Court Decisions

**October 26, 2023**

**Train Your Student Workers**  
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Create Culturally-Informed Experiences and Initiatives that Engage, Retain & Graduate This Growing Population

**November 1, 2023**

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<b>Off-Campus &amp; Commuter Student Outreach</b> Improve Engagement & Retention	<b>10 Legal Mistakes Student Organization Advisors Make</b>	<b>Off-Campus Trips &amp; Excursions</b> Limit Exposure to Risk

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