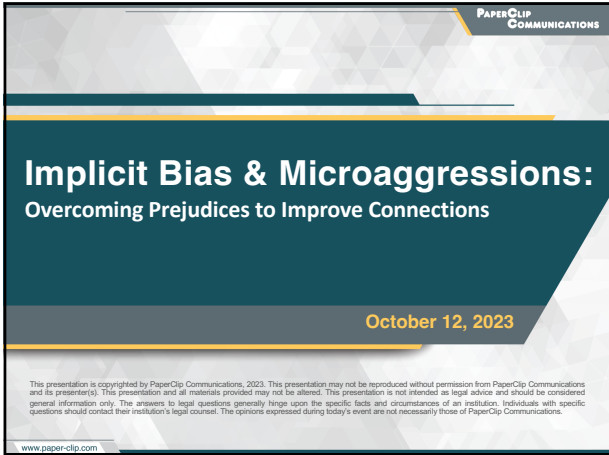
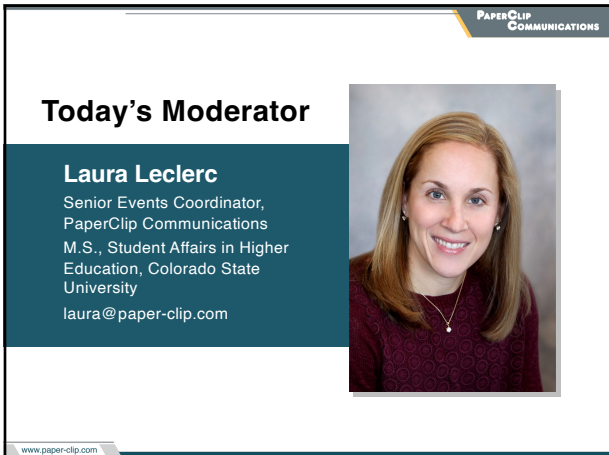




1



2



3

PAPERCLIP COMMUNICATIONS

Today's Presenter

Rev. Jamie Washington Ph.D.
 President,
 Washington Consulting Group &
 Social Justice Training Institute
 Dr.jamiewashington@comcast.net
 @revdrjamie



www.paperclip.com

4

PAPERCLIP COMMUNICATIONS

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.

www.paperclip.com

5

PAPERCLIP COMMUNICATIONS

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

www.paperclip.com

6

PAPERCLIP COMMUNICATIONS

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



www.paper-clip.com

7

PAPERCLIP COMMUNICATIONS

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.

www.paper-clip.com

8

PAPERCLIP COMMUNICATIONS

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

www.paper-clip.com

9

PAPERCLIP COMMUNICATIONS

The Four Agreements of Courageous Conversations.

Glen Singleton ©

<p>1 stay engaged</p> <p>Staying engaged means "remaining morally, emotionally, intellectually, and socially involved in the dialogue".</p>	<p>2 experience discomfort</p> <p>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>3 speak your truth</p> <p>This means being open about thoughts and feelings and not just saying what you think others want to hear.</p>	<p>4 expect & accept nonclosure</p> <p>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>

www.paperclip.com

10

PAPERCLIP COMMUNICATIONS

Key Concept

Context

Content

www.paperclip.com

11

PAPERCLIP COMMUNICATIONS

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


www.paperclip.com

12

PAPERCLIP COMMUNICATIONS

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.




www.paperclip.com

13

PAPERCLIP COMMUNICATIONS

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.




www.paperclip.com

14

PAPERCLIP COMMUNICATIONS

RACIAL MICROAGGRESSIONS




© TURNER CONSULTING GROUP INC.
www.paperclip.com

15

PAPERCLIP COMMUNICATIONS

Reflection Exercise

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



www.paperclip.com

16

PAPERCLIP COMMUNICATIONS

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


www.paperclip.com

17

PAPERCLIP COMMUNICATIONS

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?



www.paperclip.com

18

PAPERCLIP COMMUNICATIONS

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.

IF YOU'RE MAKING

Mistakes

it means

YOU'RE OUT THERE

Doing

Something

- Paul Giamatti

www.paper-clip.com

19

PAPERCLIP COMMUNICATIONS

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?

IT IS ALWAYS
MORE REWARDING
TO RESTORE A
RELATIONSHIP THAN
TO RUN FROM IT.

Rick Warren

www.paper-clip.com

20

PAPERCLIP COMMUNICATIONS

Key Concept for Engaging Implicit Bias and Microaggressions

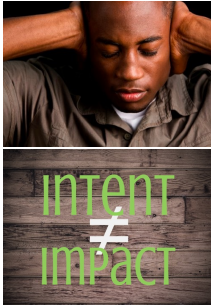


www.paper-clip.com

21

PAPERCLIP COMMUNICATIONS

When the Breakdowns Happen



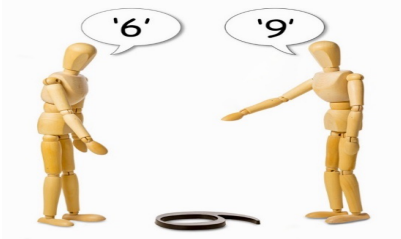
- Intent vs Impact
 - Cumulative Impact
 - People seldom start out yelling
- Prepare to Engage Conflict and Discomfort
- Pay attention to who's comfort matters
- Public Break Down – Public Repair
- Engage and ReEngage

www.paper-clip.com

22

PAPERCLIP COMMUNICATIONS

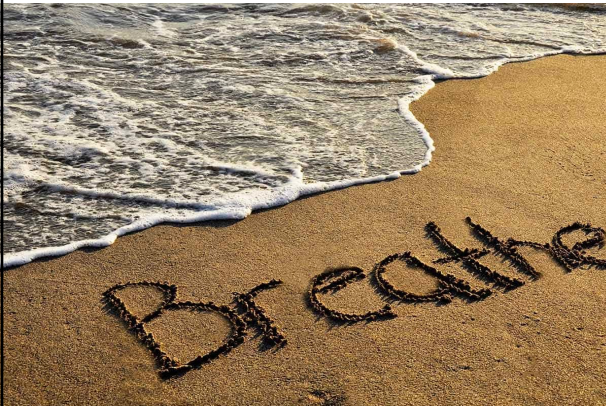
Moving Beyond Either or Thinking



www.paper-clip.com

23

PAPERCLIP COMMUNICATIONS



24

PAPERCLIP COMMUNICATIONS

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 misunderstandings, they can have major impacts on creating a culture on exclusion.
- Recovering from Implicit bias and Microaggressions requires doing self work and practice.

www.paper-clip.com

25

PAPERCLIP COMMUNICATIONS

Opportunities for Continued Learning













www.paper-clip.com

26

PAPERCLIP COMMUNICATIONS

Now it's time for the Q&A.

www.paper-clip.com

27

PAPERCLIP COMMUNICATIONS

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 and reference today's webinar.

www.paper-clip.com

28

PAPERCLIP COMMUNICATIONS

Certificate of Completion

To obtain your certificate of completion for today's webinar, please:

1. Go to: www.PaperClipCertificate.com
2. Select the webinar from the dropdown menu
3. Enter the password provided on your webinar instructions
4. Enter the requested information
5. Click submit

Your certificate will be available for immediate download.

www.paper-clip.com

29

PAPERCLIP COMMUNICATIONS

We Want to Hear From You!

Please contact us at info@paper-clip.com with any feedback, questions or suggestions.

Thank you for your participation,

PAPERCLIP COMMUNICATIONS

www.paper-clip.com

30

PAPERCLIP COMMUNICATIONS

Join Us for an Upcoming Webinar!

<p>October 23, 2023</p> <p>Frontline Staff & ADA Training Strategies For Awareness & Support</p>	<p>October 24, 2023</p> <p>Confront & Address Bias Incidents on Campus Manage Sensitive Incidents Consistent with Recent Court Decisions</p>	<p>October 26, 2023</p> <p>Train Your Student Workers Tools to Increase Their Confidence & Create Positive Customer Service Interactions</p>
--	--	--

www.paper-clip.com

31

PAPERCLIP COMMUNICATIONS

Join Us for an Upcoming Webinar!

<p>October 27, 2023</p> <p>10 Training Topics for Advisors Case Studies to Overcome Communication Mis-steps & Leadership Deficits</p>	<p>October 30, 2023</p> <p>Latino/a Students Create Culturally-Informed Experiences and Initiatives that Engage, Retain & Graduate This Growing Population</p>	<p>November 1, 2023</p> <p>Green Zone Training Create Effective Programs to Empower Campus Faculty & Staff to Best Support Your Military Affiliated Students</p>
---	--	--

www.paper-clip.com

32

PAPERCLIP COMMUNICATIONS

Join Us for an Upcoming Webinar!

<p>November 2, 2023</p> <p>Off-Campus & Commuter Student Outreach Improve Engagement & Retention</p>	<p>November 6, 2023</p> <p>10 Legal Mistakes Student Organization Advisors Make</p>	<p>November 8, 2023</p> <p>Off-Campus Trips & Excursions Limit Exposure to Risk</p>
--	---	---

www.paper-clip.com

33
