

Unconscious/Implicit Bias

Fill in the blanks:

Unconscious/implicit bias refers to thoughts and feelings we are unaware of or are unsure about their _____ and nature. They manifest in attitudes or _____ that affect our understanding, decisions, and actions although they are unconscious in nature.

List 4 examples of intentional practices to reduce our biases:

- 1: _____
- 2: _____
- 3: _____
- 4: _____

Systemic Inequities & Systemic Racism



Inequalities that result from societal biases affect society as a whole and are referred to as systemic inequities.

Systemic Inequities & Systemic Racism



Systemic racism addresses systems and practices that contribute to health disparities, inequities in education, and the wealth gap.

There are many strategies for confronting systemic racism. Questions to explore include:

- Does your Board have the tools to discuss race, power, and privilege, and are they willing to listen to the voices of others?
- Is it part of the Board and nonprofit culture to have conversations about race?
- Are Board members willing to reflect on their own biases and how these might be impacting their nonprofit role?
- Does your organization provide opportunities to learn about bias and systemic racism as professional development?
- Do leadership competencies in your organization include the benefits of having the perspectives of people of color that might reflect their lived experiences?
- Does the community served have any voice in determining the resources needed and how they are allocated?
- Does your Board and leadership understand how systemic racism affects the service community?
- Does your organization view community service as deficit based (only looks at the problems) or asset based (looks at what is right with a community like untapped resources and capacities that can be used in improving community issues)?



A study at Princeton University in 2016 showed that 40% of first and second year medical students believed that Blacks had thicker skin than Whites and felt less pain. Such biases significantly impacted the care disparities based on these racial biases. (Racial bias in pain assessment and treatment recommendations, and false beliefs about biological differences between blacks and whites, Kelly M. Hoffman, Sophie Trawalter, Jordan R. Axt, and M. Norman Oliver). Another series of studies showed that Black boys and girls are suspended and/or expelled at much higher rates for similar infractions than their White counterparts. In general, In some school districts Black students have been suspended on a discretionary basis for natural hair or dress code issues – most of these policies are based on White social norms that are and negate other forms of cultural expression.

Microaggressions

Fill in the blank:

Micro aggressions are defined as the everyday, subtle, intentional and oftentimes unintentional interactions or behaviors that communicate some sort of _____ toward historically marginalized groups. (Kevin Nadal, professor of psychology at John Jay College of Criminal Justice)



A growing body of literature demonstrates that microaggressions are harmful to minority groups and reinforce damaging stereotypes.

List 3 ways of addressing microaggressions:

1: _____

2: _____

3: _____

Additional resources:

Sexism: <https://www.forbes.com/sites/marybethferrante/2021/10/29/80-of-women-demand-an-end-to-systemic-discrimination/?sh=3b8fab447e7d>

Classism: <https://www.therutgersreview.com/2018/02/10/classism-americas-overlooked-problem/>

Ableism: https://ssir.org/articles/entry/the_curb_cut_effect

Ageism: <https://www.ohrc.on.ca/en/ageism-and-age-discrimination-fact-sheet>