

Overcoming Bias

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**inhale for 4.....hold for 4
exhale for 4.....hold for 4**



type into the chat box

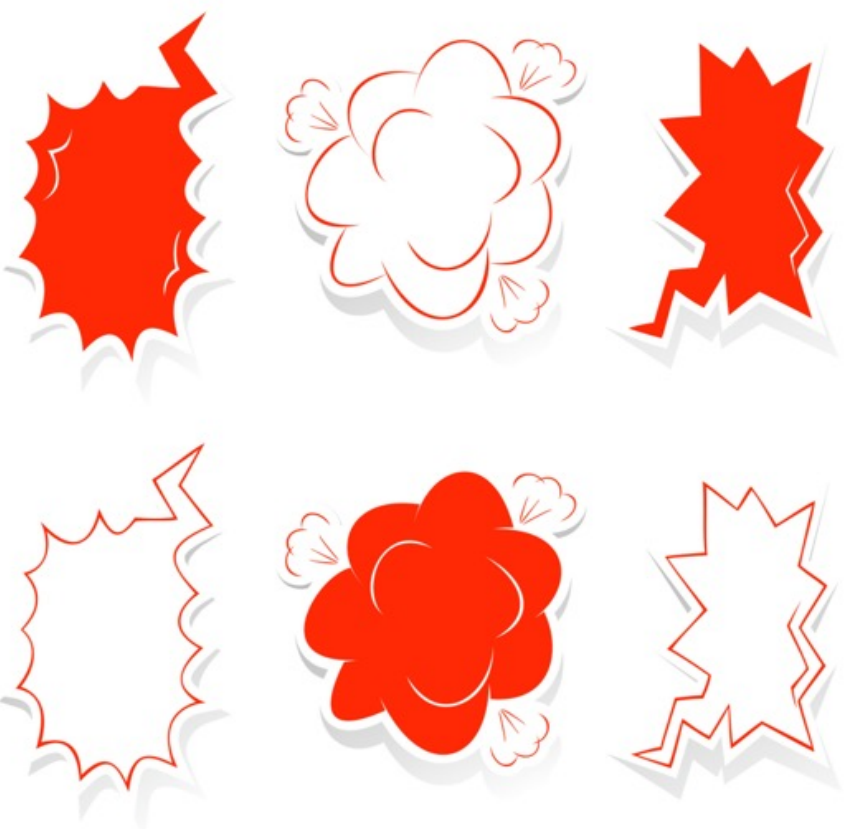
**one thing that is
helping you deal
with the pandemic and
global turmoil**



**better world
ahead
where
everyone...**

- feels welcomed, at home
- feels respected, seen and heard
- gets support to overcome past wounds
- gets help to grow into full strength and potential

**overcoming
bias**
*preparing
our minds
for difficult
conversations*





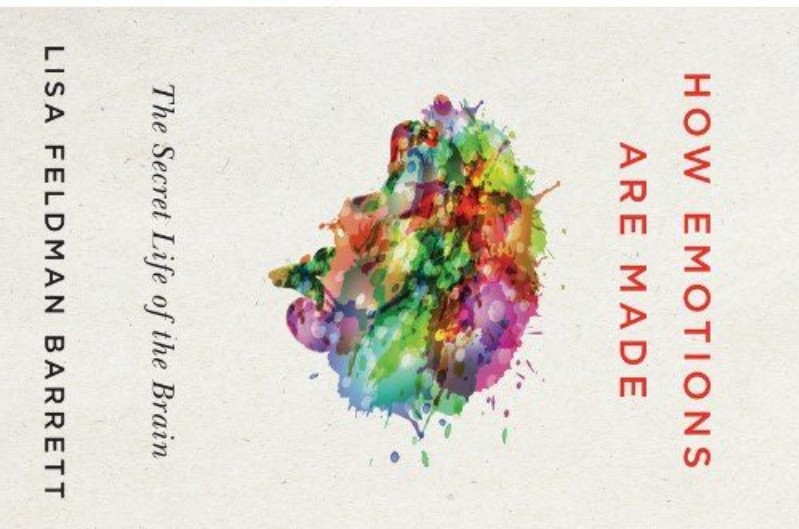
conversations on

identity
race
culture
gender

- stereotypes
- biases
- prejudice
- discrimination
- inequities
- exclusion
- aggressions – macro and micro
- past traumas

think about
something good
about
your progress
in handling
conversations
on race, diversity,
inclusion





WHAT THE BRAIN DOES

based on
past history
including
social experiences
not present reality



**assess & predict
resources & demands**

**make
emotions**

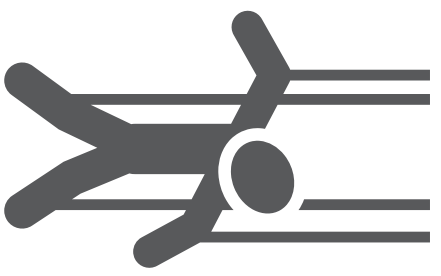
**act on
emotions**

make categories

**make
your
identity**

**protect
your
identity**

**your brain
makes your
reality**





when the brain makes reality you don't see reality



how to train your brain to see reality

observe

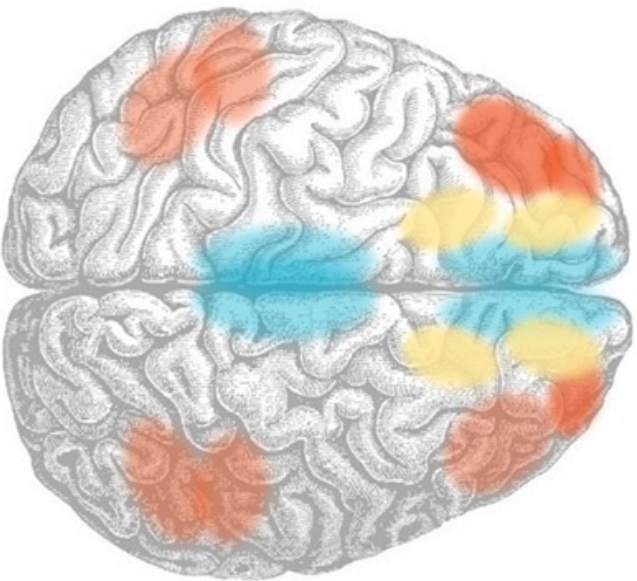
observe and accept
your brain's activity:
*making emotions,
stereotypes, identity,
biases*

set aside

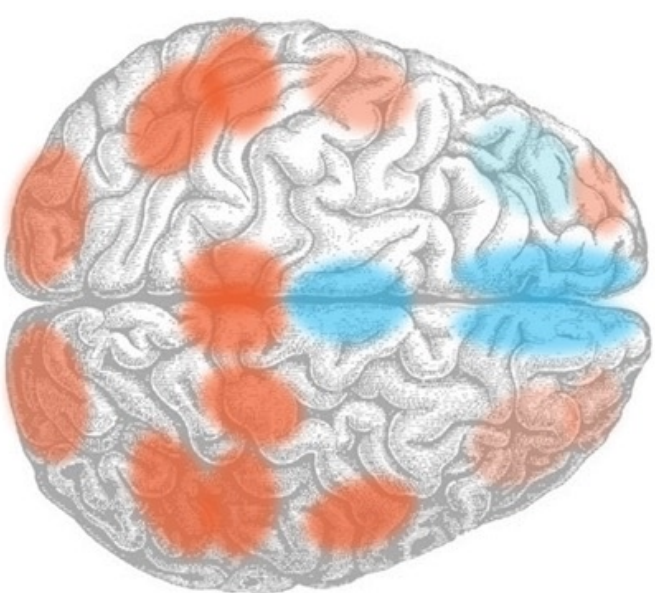
set aside
your brain's reality

focus

focus your brain
on experiencing
reality:
*sensing, feeling,
understanding*



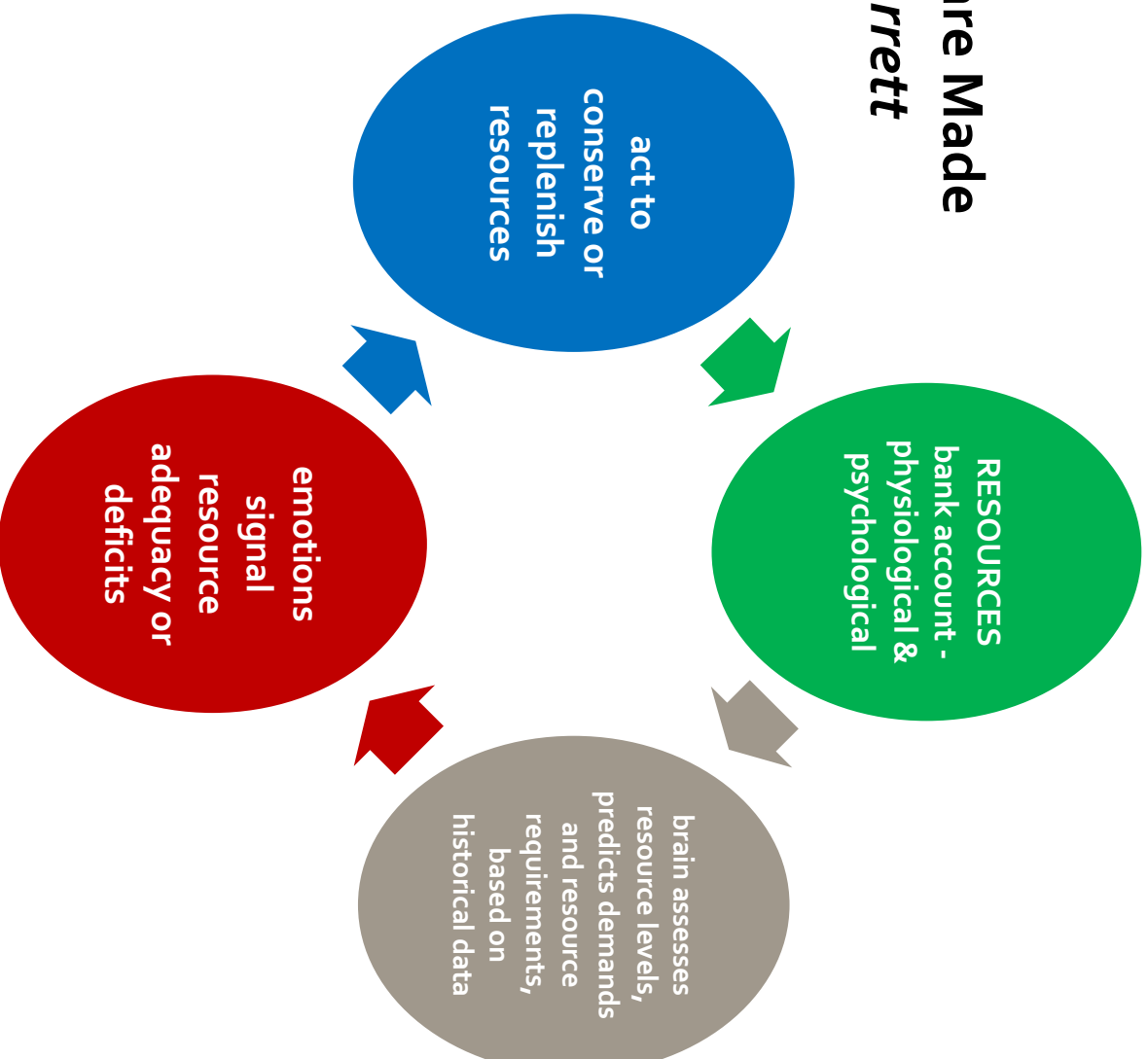
feeling, thinking, judging



experiencing

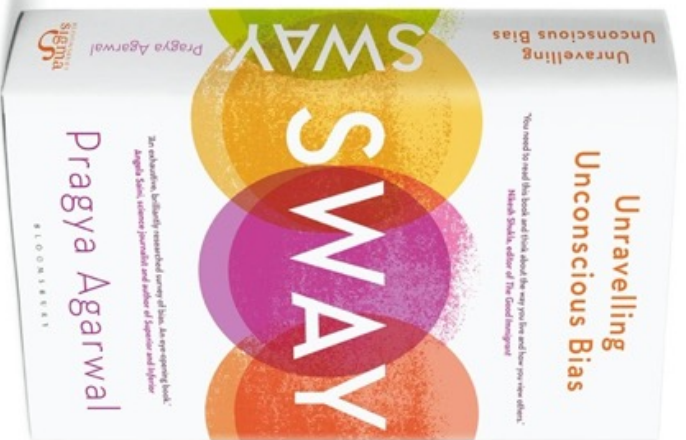
How Emotions are Made

Lisa Feldman Barrett



think of a time
when your
emotions
impaired or
blocked your
access to reality





your brain evolved to categorize

- group like things together to simplify a complex world
- gender and race are the first two social categories by six months of age
- categories become stereotypes, generalizing on a few characteristics
- stereotypes are reflexive and hard to change
- stereotypes don't reflect reality, particularly individual variation

set of individual traits, comparison with others

identity supports self-esteem, self-protection
(I am safe and I have value)

identity is strengthened by identifying with
a social group

attention is narrowed to what confirms identity
(confirmation bias)

identity bias surges when we are busy,
stressed, threatened, or by social media

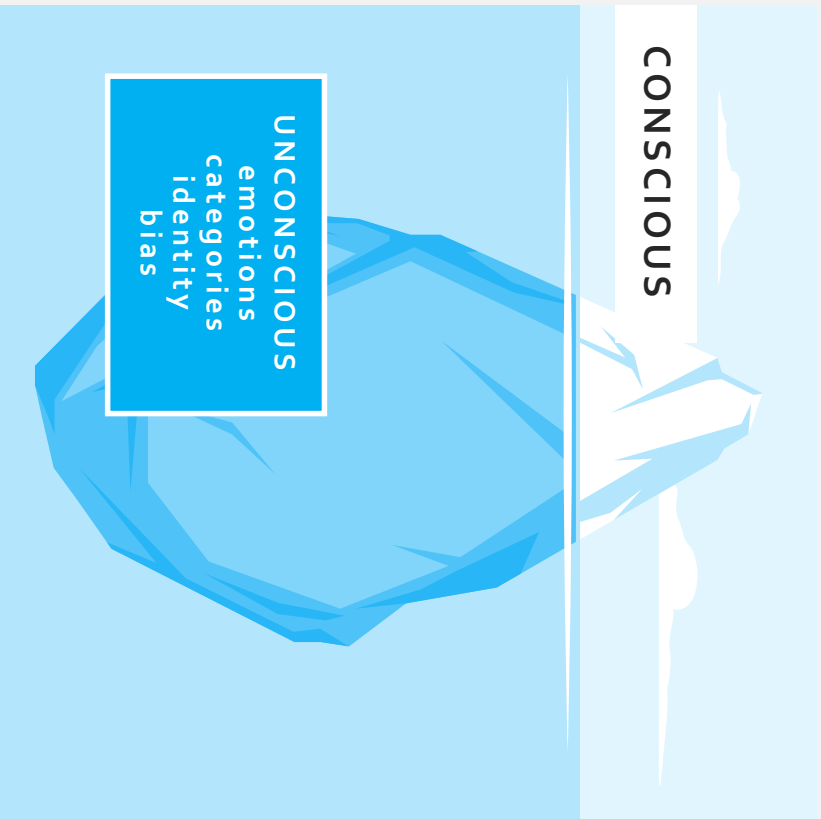
**the biggest category
is your identity**

why your
brain makes
your identity

I am safe & protected



I have value





describe one trait
in your identity
that protects you
or makes you feel
good about
yourself.



in-group

out-group

examples of out-group categories

- gender, sexuality
- race, culture
- education
- workplace hierarchy
- social hierarchy
- disability
- geography
- body size
- religion
- mental health

IN GROUP

- prefer people like me (affinity bias)
- familiar, safe and comfortable
- have empathy
- interested in individual differences
- have confirmation bias
- have superiority bias

OUT GROUP

- unfamiliar, unsafe, uncomfortable
- no empathy
- see homogeneity
- no interest in individual differences
- focus on what's wrong
- discredit, devalue, dehumanize
- engage in macro and microaggressions



in-groups bully out-groups

- verbal, social, physical
- intimidate
- dominate
- insult (dehumanize)
- harass
- abuse
- threaten
- harm reputation
- humiliate
- disrespect




1. **self-esteem is hurt**
2. **categorized, judged, slighted, disrespected**
3. **don't feel you belong**
4. **fear discrimination**
5. **creates stress and anxiety**
6. **impairs competence, confidence – self doubt**
7. **makes you sick - chronic disease**
8. **self-fulfilling**
9. **reduced access to resources & opportunities**

people in out-groups are harmed



**blocks you
from reaching
your full potential**

people in out-groups are harmed



categories are
not reality

- based on past experiences
- constructed from social experiences
- incomplete, distorted, inaccurate
- can be exaggerated
- supported by confirmation bias



categories are
harmful

- in-group identity is limiting
- out-groups are harmed

think about an
experience
of being
in an out-
group



how to prepare your brain?



8 skills for categories or emotions

notice

accept

name with granularity

feel self-compassion

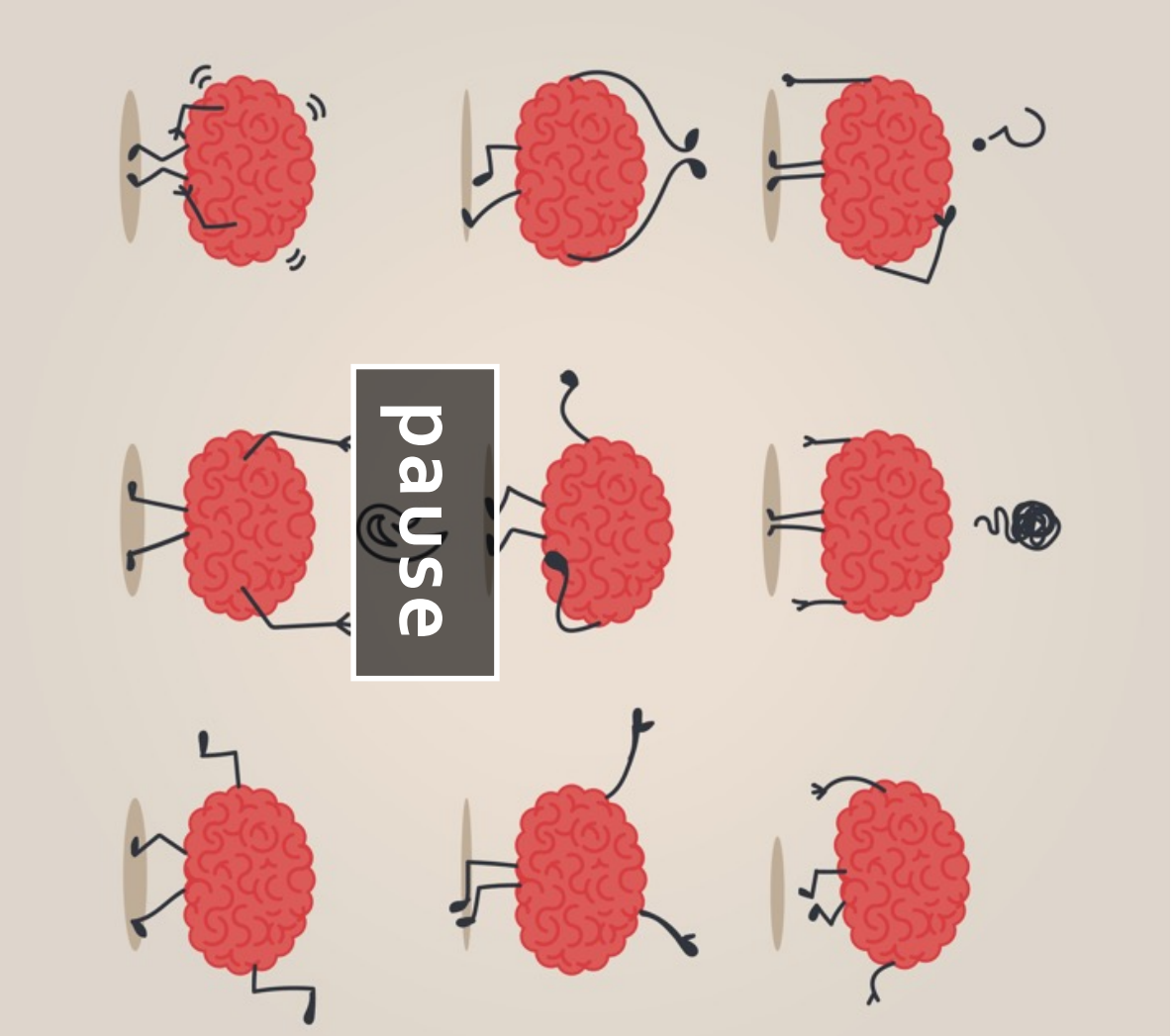
ask: *what is the message*

explore lessons, learning

walk your why (what is important)

set aside emotions or categories

pause your brain's
automatic,
reflexive
activity





set aside your brain's automatic activity

- **focus on experiencing**
- **sensing, feeling, understanding**
- **open and curious to the present**
- **attune with each person as unique**
- **lean in to understand other's situation**


connect with reality



let's practice right now



I am here



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