Overcoming Bias
inhale for 4…… hold for 4
exhale for 4…… hold for 4
Global turmoil with the pandemic and helping you deal one thing that is type into the chat box
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, discrimination, inequities, past traumas, exclusion, micro and macro aggressions, past traumas
Think about something good about your progress in handling conversations on race, diversity, and inclusion.
Lisa Feldman Barrett

The Secret Life of the Brain

How Emotions Are Made
WHAT THE BRAIN DOES

not present reality

based on past history

including social experiences
assess & predict resources & demands

- make emotions
- make your identity
- act on emotions
- protect your identity

make categories
Your brain makes your reality
when the brain makes reality you don’t see reality
how to train your brain to see reality

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

set aside your brain's reality

focus your brain on experiencing reality: sensing, feeling, understanding
feeling, thinking, judging

experiencing

Shelley Carson ©
How Emotions are Made
Lisa Feldman Barrett

RESOURCES
- bank account - physiological & psychological

brain assesses resource levels, predicts demands and resource requirements, based on historical data

emotions signal resource adequacy or deficits

act to conserve or replenish resources
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
- Stereotypes don’t reflect reality, particularly individual variation
- Stereotypes are reflexive and hard to change
- Categories become stereotypes by generalizing on a few characteristics
- Gender and race are the first two social categories by six months of age
- Stereotypes don’t reflect reality, particularly individual variation
the biggest category
is your identity
identity supports self-esteem, self-protection
(set of individual traits, comparison with others)
Identity bias surges when we are busy,
(confirmation bias)
Attention is narrowed to what confirms identity
Identity is strengthened by identifying with a social group
Identity is strengthened or by social media,
stressed, threatened, or by social media.
I am safe & protected
I have value
Why your brain makes your identity
Consciousness expands as we mature.

Consciousness expands as we mature.
describe one trait in your identity that protects you or makes you feel good about yourself.
examples of out-group categories

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

- Engage in micro and macroaggressions
- Discriminate, devalue, dehumanize
- Focus on what’s wrong
- No interest in individual differences
- See homogeneity
- No empathy
- Unfamiliar, unsafe, uncomfortable

OUT GROUP

- Have superiority bias
- Have confirmation bias
- Interested in individual differences
- Have empathy
- Familiar, safe and comfortable
- Prefer people like me (affinity bias)
• disrespectful
• humiliate
• harm reputation
• threaten
• abuse
• harass
• insult (dehumanize)
• dominate
• intimidate
• verbal, social, physical
People in out-groups are harmed

1. Reduced access to resources & opportunities
2. Self-esteem is hurt
3. Categorized, judged, slighted, disrespected
4. Don't feel you belong
5. Fear discrimination
6. Creates stress and anxiety
7. Impairs competence, confidence – self doubt
8. Self-fulfilling
9. Makes you sick – chronic disease

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People in out-groups are harmed blocks you from reaching your full potential.
Categories are not reality based on past experiences constructed from social experiences can be exaggerated, distorted, inaccurate supported by confirmation bias
categories are harmful
• out-groups are harmed
• in-group identity is limiting
think about an experience of being in an out-group
how to prepare your brain?
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

emotions or categories
8 skills
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 others situation

Connect with reality

sensing, feeling, understanding
focus on experiencing
let’s practice right now
I am here
better world

ahead

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