Get Comfortable Being Uncomfortable:
Engaging in Dialogue About Race and Bias

Rabia Khan Harvey. M.Ed., MSHR
Senior Learning & Development Manager
Academic Impressions
rabia@academicimpressions.com
April 11, 2022 – CANSSI & PIMS EDI TRAINING

RESOURCES

Welcome (back) to Zoom!

A. Mics (keep muted please)
B. Camera (option to keep on or off)
C. Chat Box
   • Use whenever you need it to ask questions or respond
   • Any question for our instructor that you would like to keep anonymous, please send a private chat to Rabia
   • Look here for downloadable files during the presentation
D. Reactions Toolbar
   • Raise Hand Option
E. Participant List
   • Change your name option (hover over your name, select “more” then “rename” to change your name, add pronouns if you wish)
Overview of the Virtual Event

AGENDA

1. Setting the Stage
2. Sources of Racial Bias
3. Intersectionality
4. Triggers of Racial Bias
5. Action Planning to Unpack Racial Bias
   • Final Q&A
After participating in this virtual training, you will leave with a plan to strengthen your ability to effectively engage in conversations around race and bias.

Meet Your Faculty Instructor

Dr. Sandra Miles (she/hers)
Diversity, Equity, and Inclusion Consultant & Educator
smiles@dsminitiatives.com
Twitter handle: @sandramilesphd
Our Learning Goals

Beyond our learning outcome, our goals for this session are to have you leave with:

- Increased capacity to recognize and accept personal, internalized bias.
- Increased capacity for interrupting personal biased reactions and responses in real time.
- Increased ability to understand the impact of intersectionality.
- Tools to help continuously uncover and deepen the understanding of personal biases.
- Tools to compassionately help others recognize their own biases.
The How

This work is ambitious and can **NOT** happen in a 3-hour workshop alone!

Ground Rules

- The facilitator’s frame of reference is centered on experiences as a career administrator that occur in the United States. We acknowledge that there are participants from other countries and/or in faculty ranks who may have other experiences.
- We agree that I’m not here to teach you how to not be racist or biased.
- I will assume that everyone participating today is a good person.
- We need to agree that we are safe and not in any danger, even if we feel uncomfortable.
- We need to be willing to be uncomfortable.
  - We will be honest in a way that prioritizes honesty, not what people think of us.
- We will resist the urge to get defensive.
- We will share and consider examples of our own behavior.
- We will give grace.
The Scenario & Characters

Meet the Team at Equity U!

Shana Stanford
Associate Professor of Statistics

Angela Harvard
Dean of Business Services

Raphael Princeton
Director of Academic Support Services
The Scenario: An Uncomfortable Conversation in the Office

• Go to page 3 of workbook to read the scenario

ACTIVITY

Processing Space 1:

Take a moment and use the Processing Space on page 4 of your workbook to write down 2-3 words that describe what emotions you felt while reading the conversation.

If comfortable, please share them in the chat.
Sources of Bias

- What is bias?

- How does bias develop?

- Characteristics of bias

In the context of today's session, we are focusing in quite a bit on racial bias. However, it is important to recognize that biases are complex and go beyond race.
Primary Sources of Bias

- Privilege creates bias from comparative "norming"
  - Age
  - Race
  - Sex Assigned at Birth
  - Gender Identity
  - Sexual Orientation
  - Social Class
  - Religion/Spirituality
  - National Origin
  - Ethnicity/Culture
  - Immigration Status
  - Skin Color; Phenotype
- Living as a marginalized individual can also create bias from persistent lived experiences
Sources of Bias

- The chart on page 6 of your workbook was developed by Dr. Kathy Obear and was included with her permission.

---

**Scenario Activity 1: Bias**

Thinking back to the Uncomfortable Conversation Scenario, how did bias show up for each person involved?

- Shana Stanford
- Angela Harvard
- Raphael Princeton
Action Plan Items: Bias

Workbook Homework Activities:
- How Does My Privilege Turn Into Bias?
- How Does it Feel When It Happens To You?

QUESTIONS?
Intersectionality

- Intersectionality, a concept defined by Kimberlé Williams Crenshaw (1989), describes the social, economic, and political ways in which identity-based systems of oppression connect, overlap, and influence one another.
- Intersectionality adds layers to privilege and marginalization and compounds the impact of bias.
- Individuals with intersecting identities tend to identify primarily with the most marginalized identity.
Scenario Activity 2: Intersectionality

Thinking back to the Uncomfortable Conversation Scenario, what role did intersectionality have in the conversation for each person involved?

Key Considerations: Intersectionality

- How might intersectionality impact conversations around race and bias?
- What nuances should be considered when entering these conversations with students or colleagues?
- What role did the Faculty vs. Staff dynamic play?
- In what ways do your social identities impact your personal and professional life?
- How do they show up during difficult conversations?
Action Plan Items: Intersectionality

Workbook Homework Activities:
- Intersectionality Reflection Questions

Your Action Plan

- How might intersectionality impact conversations around race and bias?
- What nuances should be considered when entering these conversations with students or colleagues?
- What role did the Faculty vs. Staff dynamic play?
- In what ways do your social identities impact your personal and professional life?
- How do they show up during difficult conversations?
#4
Triggers of Bias
What does it mean to be “Triggered”

- **Triggers** are anything that remind someone of previous trauma. To be **triggered** is to have an intense emotional or physical reaction, such as a panic attack, after encountering a **trigger**. Related words: content warning.

- Dialogue vs. Debate (Page 10 of workbook)

- Leaning into Bias

---

**Scenario Activity 3: Trigger Responses**

Thinking back to the Uncomfortable Conversation Scenario, how did bias show up for each person involved?

- Shana Stanford
- Angela Harvard
- Raphael Princeton
Key Considerations: Triggers of Bias

• How can we engage in conversations in a non-triggering way?
• What steps can we take to remove our defensive posture and come to the table ready to effectively listen and learn with, and from, one another?
• When should you step up and when should you step back during these dialogues?

Action Plan Items: Triggers of Bias

Workbook Homework Activities:
- Identifying Triggers of Bias
- Reflection Questions
- Trigger Response Questions
QUESTIONS?

#5
Unpacking Bias
### Unpacking Bias

- Accept that bias is a part of life
- Acknowledge what you’re feeling
- Experience what you’re feeling
- State what you’re feeling
  — Every. Time.

### Revisiting the Scenario at Equity U: A More Productive Uncomfortable Conversation

- Go to page 14 of workbook to read the scenario
**ACTIVITY**

**Processing Space 2:**
- Take a moment and use the Processing Space on page 16 of your workbook to write down 2-3 words that describe what emotions you felt while reading the more productive conversation.
- If comfortable, please share them in the chat.

**CHAT**

**Scenario Activity 4: Trigger Responses**
After reading the Updated Uncomfortable conversation, consider the differences of how the participants showed up compared to the earlier example. Where did you see the participants push through their biases?

Shana Stanford  Angela Harvard  Raphael Princeton
**Vulnerability**

- Practice honesty in your own mind.
- What would you say/how would you behave if you didn’t believe there would be consequences?
- What are the consequences that you are afraid of?
- If someone said those same things to/about the people you love the most, what consequences would you want to see?

**Action Plan Items: Unpacking Bias**

*Workbook Homework Activities:*
- Unpacking your Bias
- Getting Vulnerable
TAKEAWAYS

• Bias is normal and pervasive
• Intersectionality adds layers to privilege and marginalization and compounds the impact of bias
• Our triggers are our own
• We cannot have these conversations without vulnerability

Your Action Plan

You were given a number of action plan items for your homework today.

What other “next steps” do you want to take?
Thank you!

Please remember to complete the event evaluation. Your comments will help us continually improve the quality of our programs.