

NEWSLETTER

Diversity, Equity & Inclusion



Welcome to day two. Yesterday, we began to look at our personal identity. Today, we are going to expand on that and look at our bias and how that can play a role in who we are and why we do what we do as a person.

If you have any problems, please do not hesitate to reach out to the United Way staff.

Terri

Day Two - Understanding and Reflecting on Our Bias

“Worse than being less than you, is if you are perceived as a threat” [-John A. Powell](#)

[We all have bias](#) (1:13 minutes). But often, we are not aware of the biases that we subconsciously hold. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious. For example, [according to a recent study](#) (10 minute read), companies are more than twice as likely to call minority applicants for interviews if they submit whitened resumes as candidates who reveal their race.

But, [research also shows](#) (5 minute read) that we can actively rewire these neural associations by being more intentional about acknowledging our biases. Today’s focus is on personal reflection - taking the time to uncover some of our own biases and reflecting on how we take control of these unconscious constructs.

Today's Challenge

Option 1: Listen to the WEMU Washtenaw United radio [interview with Yodit Mesfin Johnson](#) (13:22 minutes), United Way of Washtenaw County’s board chair, on the role implicit bias plays in our lives. She discusses how our biases impact equity and challenges some of her own biases.

Option 2: Go deeper and [take Project Implicit Hidden Bias tests](#) (about 10 minutes each), created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn’t make you a bad person—it only makes you human. TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.

Option 3: Read one or more of the compelling personal stories featured in the Speak Up Handbook by the Southern Poverty Law Center. We would like to point you to page 19 titled ["What Can I do About My Own Bias?"](#) (5 minute read) but feel free to use the table of contents on page 2 to explore other topics that interest you. You can also check out the [nine tactics to ensure your actions line up with your intentions](#) (10 minute read).

UWMI Staff Pick

[How to Outsmart Your Own Unconscious Bias](#) (17:23 minutes)

Excerpt from Video Description via YouTube: Author, speaker and CEO, Valerie Alexander, explains how the human brain instinctively reacts when encountering the unexpected, like saber-toothed tigers or female tech

execs, and proposes that if we have the courage to examine our own behavior when faced with the unfamiliar, we can take control of our expectations, and by doing so, change the world.

Tomorrow's topic: **What is Privilege?**

United Way Montcalm - Ionia Counties | www.liveunitedm-i.org