



University Equity and Inclusion

Our Beloved Community

Spring 2022 Learning Community Book Group (LCBG) Session 2 Implicit Bias Suggested Reading: Habits 2 (p11-14), 12 (p57-60), 13 (p61-64), and 15 (p71-74) Conversation Guide

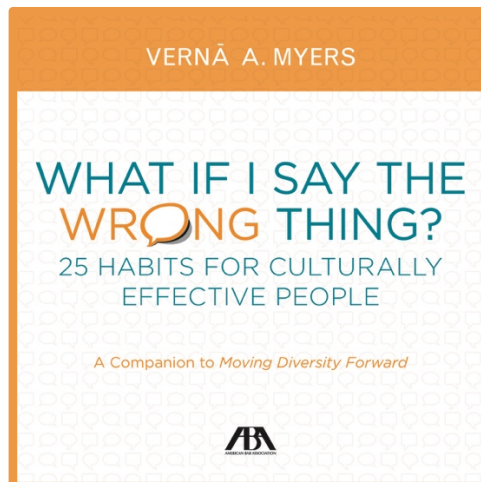


Table of Contents

1. Welcome
2. Breakout Room Discussion Guide for Moderators
 - a. Read aloud ground rules statement
 - b. Repost ground rules including any additional your group generated in the welcome session as well as conflict management strategies your group generated
 - c. Paraphrase given discussion objectives statement
 - d. Post discussion questions and objectives and moderate discussion
 - e. Identify next week's moderator
3. Reconvene, Report Out, and End Session

Welcome

Welcome back to our Learning Community Book Group, a discussion group for exploring the challenges of engagement across difference and tips for positive engagement. Last week we covered Habit 1: But I'm Not a Racist! Understanding the Isms. We carry often-unspoken notions and assumptions into each of our interactions with others. The goal of the self-assessment and the discussion was to recognize and reflect on the effects these assumptions have on how we engage with one another. The idea of privilege makes some people uncomfortable, our second question from last week sought to encourage participants to examine why. We often think of our society as a place where everyone has the same (or close to the same) opportunity to succeed and thrive. Reflecting on how historical patterns of sorting/ranking each other (by race, religion, gender, language, orientation) still have powerful effects on how we relate to one another today is foundational work we can benefit from and informs further discussion today.

This week our reading focused on themes relevant to implicit bias and we asked you to try the online Harvard Implicit Bias experiment as part of your preparation for this week. Our suggested reading covered Habits 2 (I Hope She Can Drive Get Familiar With Your Biases), 12 (She Was So Articulate Avoid Micro-Inequities), 13 (Are You Sure You're A Doctor? Challenge Your Descriptive Bias), and 15 (Don't Mistake The Mirror For Merit Avoid In-Group Favoritism).

Remember, the goal of this Learning Community is not for us to become **perfect** in our interactions with others; we will all say the wrong thing again at some point. However, as we work through this book, we will come to a point where we can be more mindful of others, and able to do the work of building stronger relationships and engagements *after* we say the wrong thing.

Send participants to breakout rooms.

Breakout Room Discussion Guide for Moderators

Read aloud ground rules statement.

The below ground rules statement should be read verbatim by the moderator:
"We are here together to have respectful discussion about how to engage across difference. As we move through this book, we will engage in discussions about

subjects that many of us may *think* about, but are not usually comfortable *talking* about in mixed company or any company. This is intended as a supportive space for us to engage in these discussions without fear of judgment or condemnation. The University Equity and Inclusion has provided ground rules to follow, in order for us to make this a space where we can have these discussions openly and without fear. We will refer to these ground rules at the beginning of each session.”

Repost ground rules.

Copy and paste ground rules (provided just below for convenience), additional ground rules your group generated in the welcome session, and any conflict management strategies your group may have generated in the chat.

- **Keep your camera on:** Please have your camera on for as much of the meeting as possible and be ready to engage in large and small group conversations.
- **Speak only *your* truth:** Share from your own experiences and do not speak for others.
- **Seek to understand:** Actively listen before responding.
- **Respect others’ experiences:** We may have different OR similar stories to share, and contexts to draw from. All are legitimate.
- **Disagree without discord:** Disagreement is expected. However,
 - o Approach unexpected ideas with curiosity, not argument.
 - o If you disagree, debate and challenge ideas. Do not attack the speaker.
- **Share the air:** Make room for all voices to be heard, and do not dominate the conversation.
- **Confidentiality:**
 - o Share stories and experiences, but do not identify individual people or provide details that would allow someone in your story to be identified.
 - o Do not share the experiences you hear in this space, outside this space.

Paraphrase given discussion objectives.

As Vernā herself has learned from her own behavior, having biases isn’t about being a good or bad person: humans have biases, and they are shaped and manifested as we go about our day-to-day lives. Our biases are often unconscious or implicit, and because of that, they can be harder to recognize. We have both in-group and out-group biases—that is, we may favor someone who is “like us” in some key way when it otherwise may not be warranted, or we may regard or treat someone negatively because they aren’t like us somehow, even if they haven’t actively done anything to deserve it (other than just being who they are). The moments when our biases are expressed to others or are acted on can be activated by stress, or by feeling that we’re not in control. We may retreat to our biases because they are what’s most familiar to us, even when, as a result, we have created or contributed to a negative social interaction.

Post discussion questions and objectives and moderate discussion.

Keep track of time and ask participants to spend about 8-12 minutes per question, unless there is time available for longer conversations. Read the questions aloud as well as posting them in the chat, and feel free to read the objectives aloud as well, so that all members understand the purpose of the discussion.

Question 1: Have you taken Harvard’s Implicit Bias Self-Assessment? What did you learn about yourself? Did the results of your assessment differ from how you would have assessed yourself?

Question 1 Objective: Our biases drive our day-to-day actions and reactions, but we often do not notice them and maybe do not even know—or believe—that we have them. The goal of the self-assessment and this discussion is to recognize and reflect on the role our biases can play in our interactions with others.

Question 2: Think about a moment where you expressed—or recognized that you felt—bias against someone: what was going on during that interaction or even that may have elicited this response, or way of thinking in you?

Question 2 Objective: Stress or feelings that we are not in control of can cause us to demonstrate possibly deeply-held biases. The goal of this discussion is to reflect on the outside factors that can lead to us demonstrating this bias, so that we can be more mindful of our reactions when those moments next arrive.

Question 3: Can you recall a choice you have recently made involving someone else (e.g., not allowing them to cut you in line, greeting them in the hallway, holding the door for them, etc.), that at least in part may have reflected some bias in you? Perhaps it was based on a stereotype you may have had about “people like us” or “people like them?” Did the person you felt bias for or against ultimately conform to your stereotype or assumption about them, or did they prove your notions wrong? How will you do it next time?

Question 3 Objective: In our many interactions, we often have the direct opportunity to either assist someone in need, or prevent them from getting what they need. The goal of this discussion is to reflect on how we think about people or who/how we may assume they are, can affect whether we help them and how.

Identify next week’s moderator.

Moderators, remember to identify a new moderator for the next session *before* returning to the main room.

Reconvene, Report Out, and End Session

Participants are recalled from their breakout room to the main group for reporting out via chat and verbally. Remind participants of date/time/theme of next session and which habits/pages are suggested reading.