



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

LEADING WITH A DIVERSITY, EQUITY INCLUSION AND MINDSET

February 8, 2019

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AWARENESS TEST





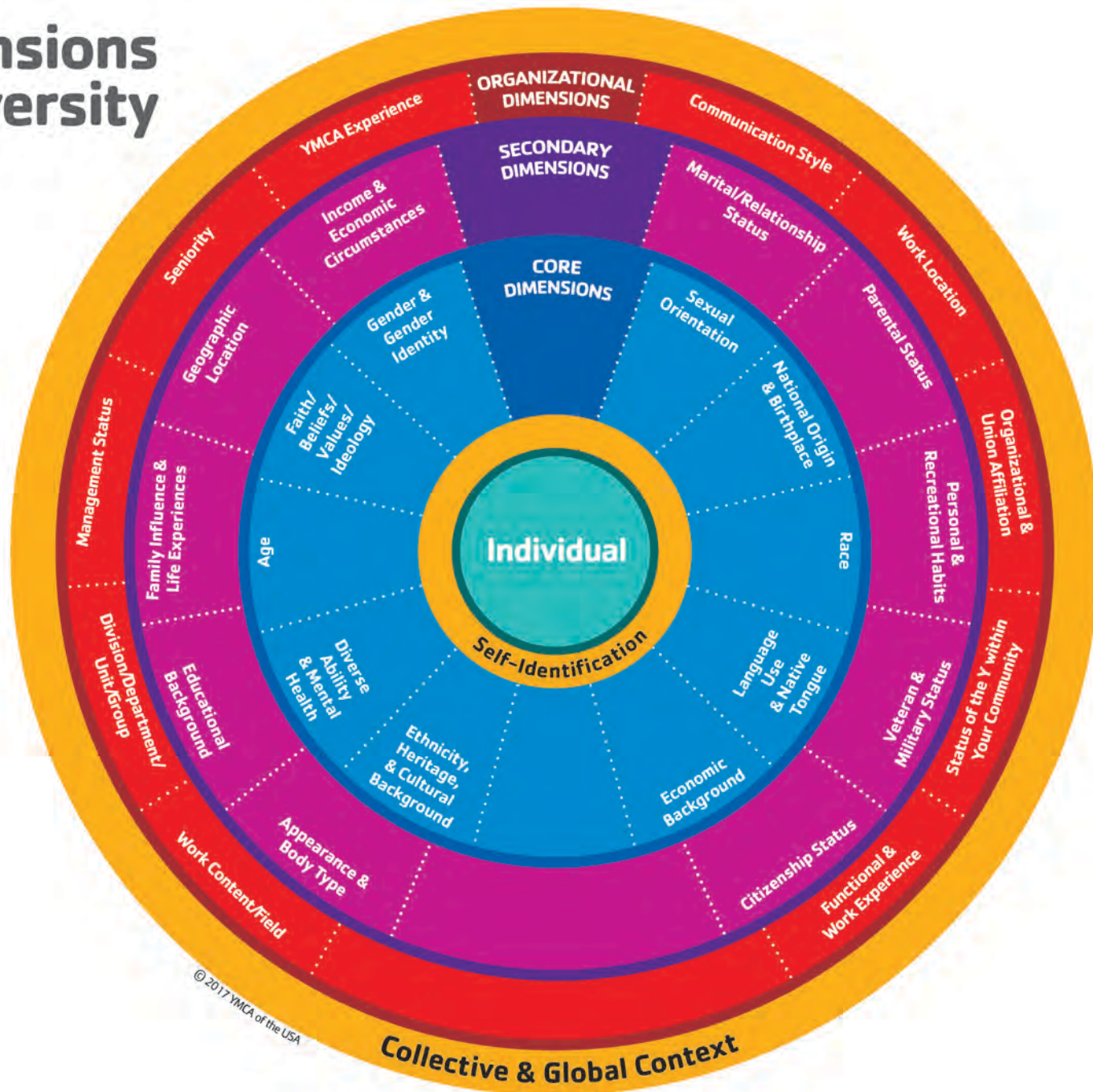
UNDERSTANDING DIVERSITY & INCLUSION: WHO ARE YOU?



GRAB A PIECE OF PAPER AND ANSWER THE FOLLOWING:

- When I say **peanut butter**, you say _____
- What do you think of when you see a **red balloon**?
- What do you call a **carbonated beverage**?
- What do you call the **bugs that light up** in the summer?
- What do you think of when I say the word **camp**?
- Who is your **favorite team** to cheer for?
- What is your **favorite holiday**?

Dimensions of Diversity





HOW TO USE THE WHEEL

- **USE THE LAYERS**
- **SELF-REFLECTION & UNDERSTANDING MY IMPACT**
- **WE ARE ALL DIVERSE**
- **INTERSECTIONALITY**



DEVELOPING OUR UNDERSTANDING OF BIAS



IMPLICIT BIAS:

Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.



AT ANY GIVEN MOMENT, OUR BRAINS
ARE RECEIVING **11 MILLION** PIECES
OF INFORMATION.

WE CAN ONLY CONSCIOUSLY PROCESS ABOUT **40**
OF THOSE PIECES.

TO PROCESS THE REMAINING **10,999,960** WE RELY
ON OUR SUBCONSCIOUS, WHICH FILTERS
INFORMATION BY TAKING MENTAL SHORTCUTS



SYSTEMS 1 & 2 BRAIN

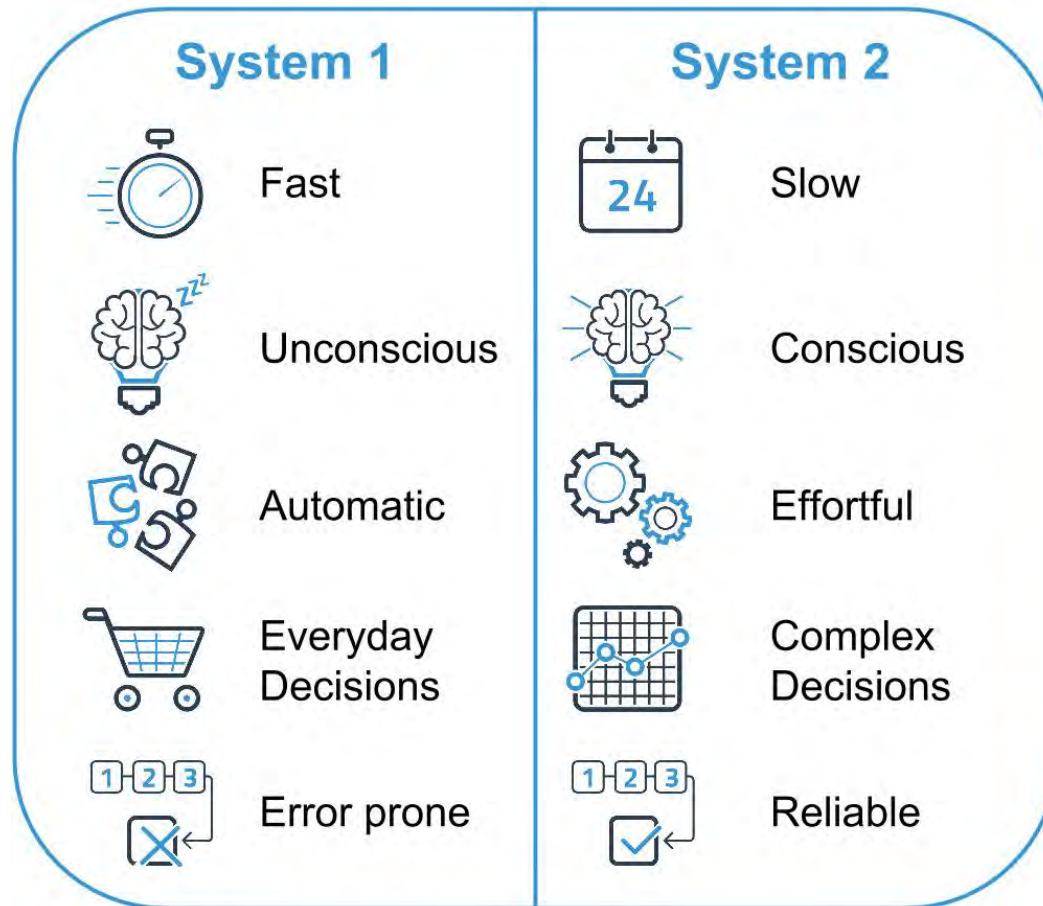
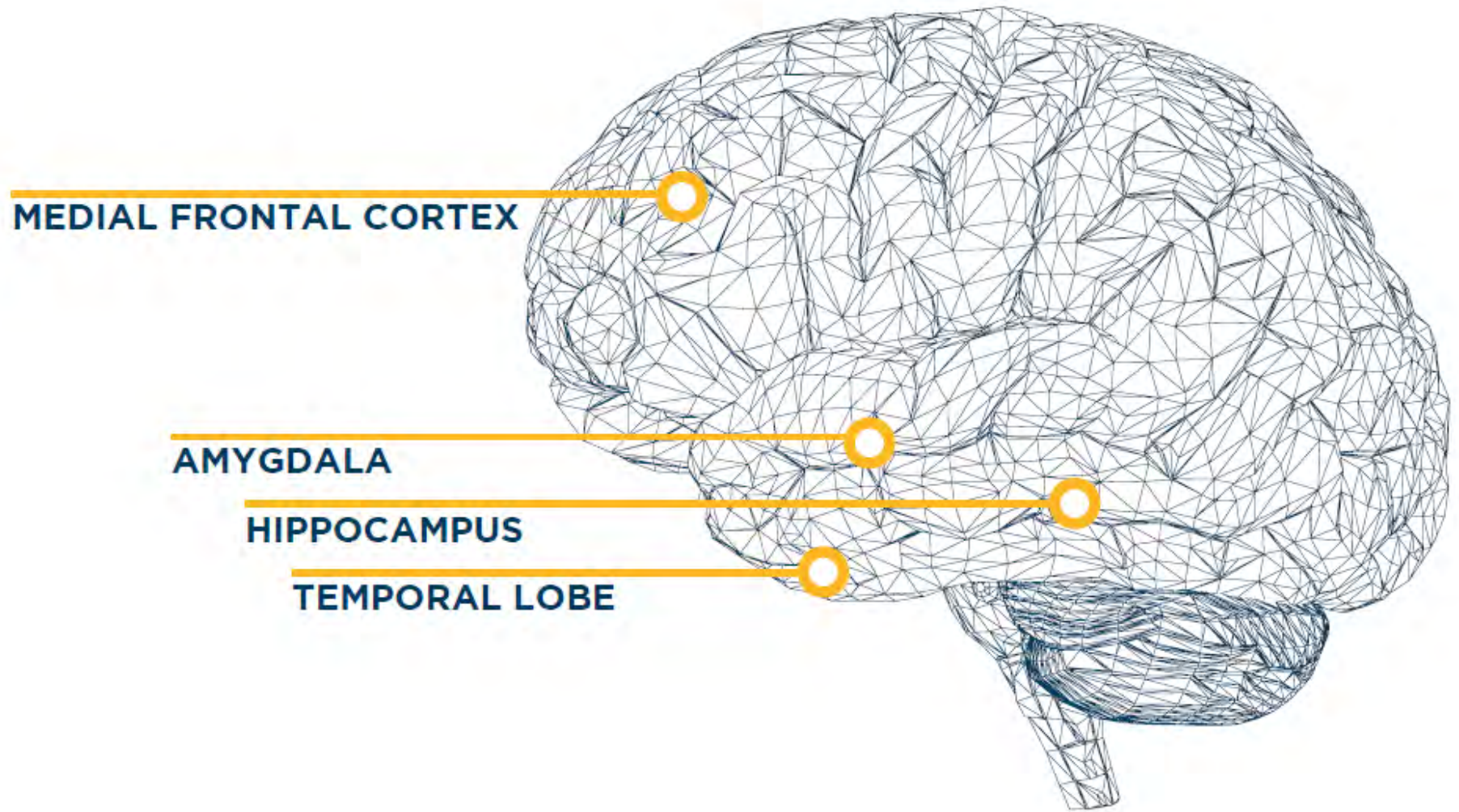
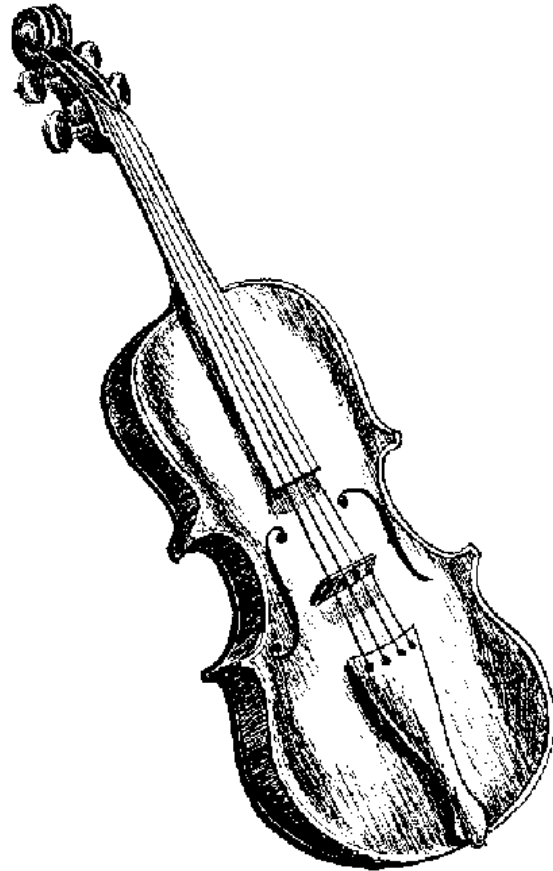


Image from: Upfront Analytics





BIAS EXAMPLE





ORGANIZATIONAL/INSTITUTIONAL

Institutional or organizational culture is a cumulation of decisions and attitudes of the people that contribute to that organization.

HOW CAN WE IDENTIFY AREAS OF INSTITUTIONAL BIAS?

- Organizations need to be cognizant of policies, procedures and culture that can cause implicit bias within their structure.
- Organizational inequities result from an accumulation of **small decisions on a personal level.**



INDIVIDUAL ACTIONS: INSTITUTIONAL BIAS

Black Doctor Says Delta Flight Attendant Rejected Her; Sought 'Actual Physician'

Starbucks Issues Apology After Controversial Arrest Inside Philadelphia Location

Home Depot to Pay \$100,000 To Settle EEOC Disability Discrimination Lawsuit

In the wake of #MeToo, more U.S. companies reviewed their sexual harassment policies



TYPES OF BIAS



TYPES OF BIAS

Affinity Bias

The tendency to warm up to people like ourselves.



TYPES OF BIAS

Halo Effect

The tendency to think everything about a person is good because you like that person.



TYPES OF BIAS

Perception Bias

The tendency to form stereotypes and assumptions about certain groups that make it impossible to make an objective judgement about members of those groups.



TYPES OF BIAS

Group Think

This bias occurs when people try too hard to fit into a particular group by mimicking others or holding back thoughts and opinions.

This causes them to lose part of their identities and causes organizations to lose out on creativity and innovation.

**SO, WHAT DO WE
DO ABOUT BIAS?**



STEPS TO MITIGATE BIAS

1. IDENTIFY & RECOGNIZE YOU HAVE BIAS
2. TAKE A LOOK AROUND YOU
3. SLOW DOWN YOUR DECISIONS
4. CREATING A CULTURE FOR STAFF TO
CHALLENGE DOMINANT WAYS OF THINKING
5. ONLY JUDGE WHAT IS CRITICAL TO THE
TOPIC AT HAND



PUTTING KNOWLEDGE INTO ACTION



A COMMON OPERATIONAL FRAMEWORK

Six Areas of Opportunity

The areas of opportunity where infusing diversity, inclusion & global principles, practices and strategy can help strengthen a Y and its ability to operate in and serve our increasingly diverse and changing communities.



Member
Engagement



Collaborations



Program
Innovation



Resource
Mobilization



Leadership
Development



Brand and
Visibility

JOURNEY MAPPING



THANK YOU!