LEADING WITH A DIVERSITY, EQUITY INCLUSION AND MINDSET
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

<table>
<thead>
<tr>
<th>System 1</th>
<th>System 2</th>
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<tbody>
<tr>
<td>Fast</td>
<td>Slow</td>
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<tr>
<td>Unconscious</td>
<td>Conscious</td>
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<tr>
<td>Automatic</td>
<td>Effortful</td>
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<td>Everyday Decisions</td>
<td>Complex Decisions</td>
</tr>
<tr>
<td>Error prone</td>
<td>Reliable</td>
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Image from: Upfront Analytics
BIAS EXAMPLE
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
Affinity Bias
The tendency to warm up to people like ourselves.
Halo Effect
The tendency to think everything about a person is good because you like that person.
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.
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
**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!