



Unconscious Bias & Microaggressions

2023



Road Map

Introductions & Guidelines

Unconscious Bias

Microaggressions

Allyship

Feedback Survey, Q&A



CultureAlly is a **diversity, equity and inclusion** (DEI) company. Your facilitator today is:



Sweta Rajan (she/her)

DEI Manager



Ogho Ikhalo (she/her)

DEI Consultant





A recording of this session will be provided



slido



How are you doing today?

ⓘ Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

PREFACE

1. We all have unconscious biases.
They are not necessarily negative.
2. We CAN mitigate unconscious biases.



Why are we here today?

- We want to understand what biases are
- We want to explore the impact of biases in organizations and how it might impact our interactions and decision making
- Examining our own unconscious biases is key to ensuring equal opportunities in organizations
- Mitigating unconscious bias can improve productivity, morale and collaboration

Why is this important at Canadore College?

- To continue to live by Canadore College's values of:
 - ★ Honesty
 - ★ Trust
 - ★ Fairness
 - ★ Respect
 - ★ Responsibility
 - ★ Courage
- **Fact:** Women represent [less than 10%](#) of certified journeypersons in Canada
- **Fact:** Women represent [only 25%](#) of people working in tech in Canada

What is Unconscious Bias?



slido



Of the 11 000 000 pieces of information our mind absorbs at one time, how many can it consciously process?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

How does our brain process
the other 10 999 960 pieces of
information?

slido



What to do?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

slido



What to do?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

slido

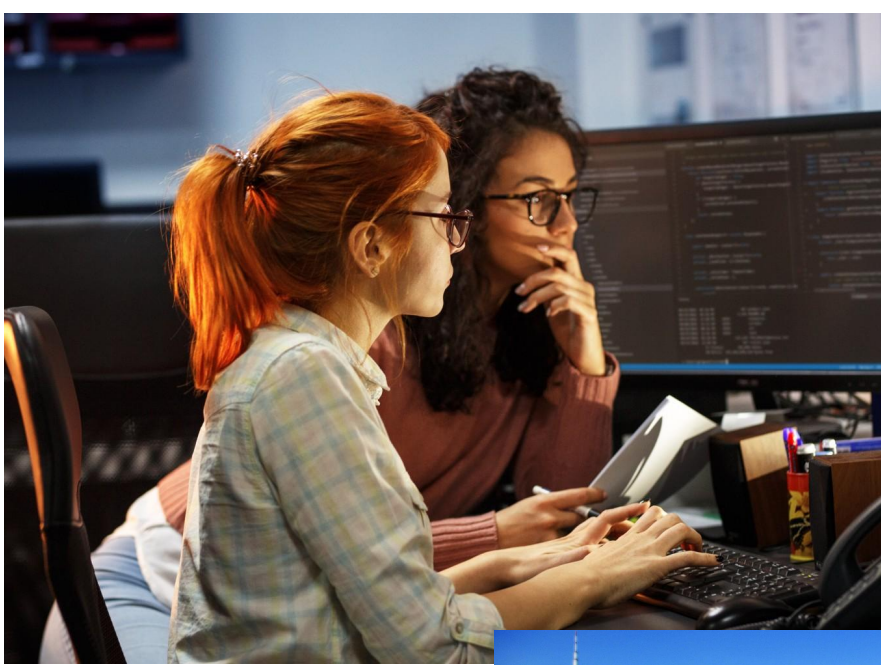


What to do?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.







yellow

red

blue

red

green

red

yellow

yellow

blue

yellow

yellow

green

I

blue

green

green

red

**WE ALL HAVE
BIASES**





Explicit Bias

Thoughts, memories, feelings, and wishes of which we are aware at any given moment.



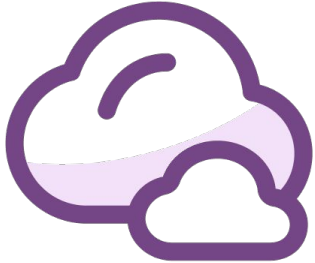
Implicit/

Unconscious Bias

The associations we hold, outside our

conscious awareness

slido



Share an example process or decision in your work where unconscious bias may show up?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

Where Can Unconscious Bias Impact?

- Admissions and Recruitment
- Classroom Interactions and Pedagogy
- Social and Extracurricular Activities
- Leadership Opportunities

Unconscious Bias in Organizations

- **Affinity Bias:** a positive response to those that are similar to us
- **Implicit Bias:** when you let stereotypes impact your decision making
- **Groupthink:** occurs during the decision making process when individual group members avoid “rocking the boat” and accept the position that is perceived to be the group consensus
- **Confirmation Bias:** The inclination to seek, interpret, and remember information in a way that confirms one’s preconceptions or beliefs.
- **Halo Effect:** The tendency to allow one positive trait or aspect of a person or situation to overshadow other, potentially negative traits or aspects.

Societal Impacts

Women in Aviation:

According to the International Air Transport Association (IATA) and International Society of Women Airline Pilots, only about 5% of airline pilots worldwide are women.

Women in Trade Professions:

A study by the National Association of Women in Construction (NAWIC) and the U.S. Bureau of Labor Statistics stated that women made up approximately 10.3% of the construction industry in the U.S. as of 2020.

Gender Pay Gap in Aviation:

A report from 2019 showed that the median annual salary for female aviation workers in the U.S. was about 11% less than their male counterparts.

There are two ways we can mitigate negative unconscious bias

1. Consciously override:

Override biases or put systems in place to remove biased decision making

2. Change implicit associations:

Learn about experience and perspectives different from our own

How to **continue** to understand your own biases

- Self-Assessment Tools and Implicit Association Tests (IAT)
- Diverse Media Consumption
- Regular Introspection

Introduction to Microaggressions





WE MEAN MICROAGGRESSIONS.

What are **Microaggressions**?

Microaggressions are the everyday slights, indignities, put-downs and insults that members of equity-seeking groups experience in their day-to-day interactions with individuals who are often unaware that they have engaged in an offensive or demeaning way.



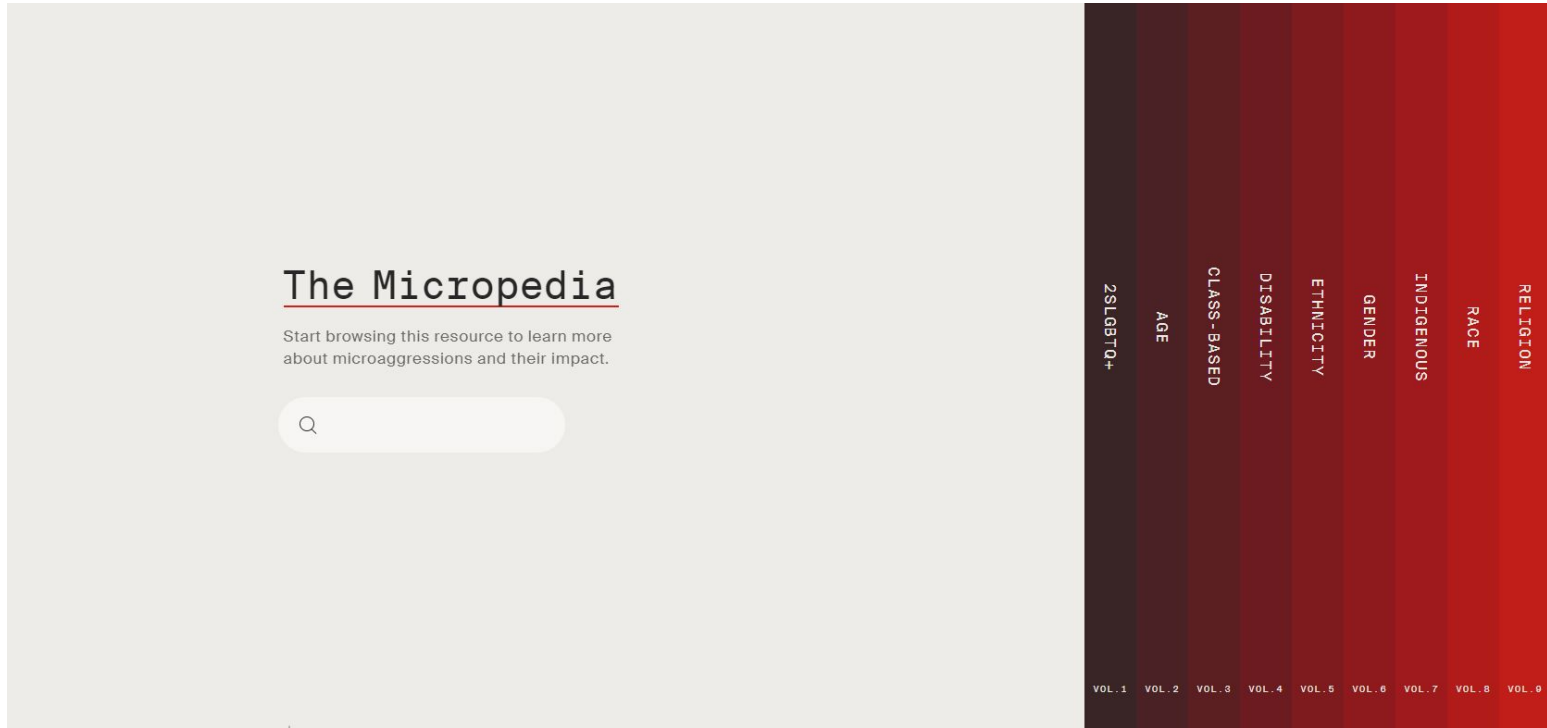
Examples of Microaggressions

Topic	Microaggression	Message
A white person does not want to acknowledge race	“I don’t see color”	Invalidating a person of color’s racial/ethnic experience
Alien in own land	“Where are you REALLY from?”	You are a foreigner and don’t belong here
Denigration of different religious groups (e.g. when someone judges another religion as being inferior or substandard).	Placing less/no value on non-Christian holidays or traditions. “It’s ridiculous that you are fasting for _____ hours!”.	Assimilate to dominant culture. Leave your cultural baggage outside. There is no room for difference.

Examples of Microaggressions

Topic	Microaggression	Message
Traditional gender roles (sexism)	Labeling an assertive female as “aggressive” while describing a male counterpart as a “forceful leader.”	Women are out of line when they are confident or assertive.
Assumption of heterosexuality/cis gender	Assuming that someone’s partner is of the opposite sex to them. Assuming pronouns.	LGBTQ+ people are very rare, not normal. LGBTQ+ people are all instantly identifiable.
Ableism	"You don't look like you need that parking spot."	Assumptions about how disabilities present. Not all disabilities are visible.

Examples of Microaggressions



slido



Can you think of another example of a microaggression?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

How to be an **ally** when you witness microaggressions

- Acknowledge it happened
- Respect a person's decision to not engage
- Offer support
- Respond to microaggressions

Responding to microaggressions

- Don't make the microaggressor feel that they are under attack
- You can talk to the harasser later, asking questions without being accusatory
- Talk openly about inappropriate behavior

Responding to microaggressions

- Ask for more clarification: “Could you say more about what you mean by that?” “How have you come to think that?”
- Separate intent from impact: “I know you didn’t realize this, but when you _____ (comment/behavior), it was hurtful/offensive because _____. Instead you could _____ (different language or behavior.)”
- Share your own process: “I noticed that you _____ (comment/behavior). I used to do/say that too, but then I learned _____.”

Challenging exclusionary language

Exclusionary	Inclusive
Idioms, jargon, acronyms	Plain English, spell out acronyms
Your people	Name the group
Guys	Everyone, All, Folks
English as a second language	English as an additional language

What **Can** You As DEI Advocates Do?

- Learn more about the different kinds of biases
- Educate and bring awareness to inclusive environments
- Engage your teams in learning about unconscious biases
- Provide a safe space for people to share their experiences
- Collaborate with other departments and groups
- Advocate for inclusive and equitable policies/procedures

Key Points

- We ALL hold unconscious biases
- Unconscious biases can be more dangerous than explicit biases
- The best way to mitigate bias is to start by understanding the current biases and implicit associations you hold
- You can mitigate biases by consciously counteracting them, using tools, or putting systems in place

slido



What is one commitment you will make following this presentation to create a more inclusive organization?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

slido



Feedback Survey

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.