

# *Breaking The Bias*

*additional resources*

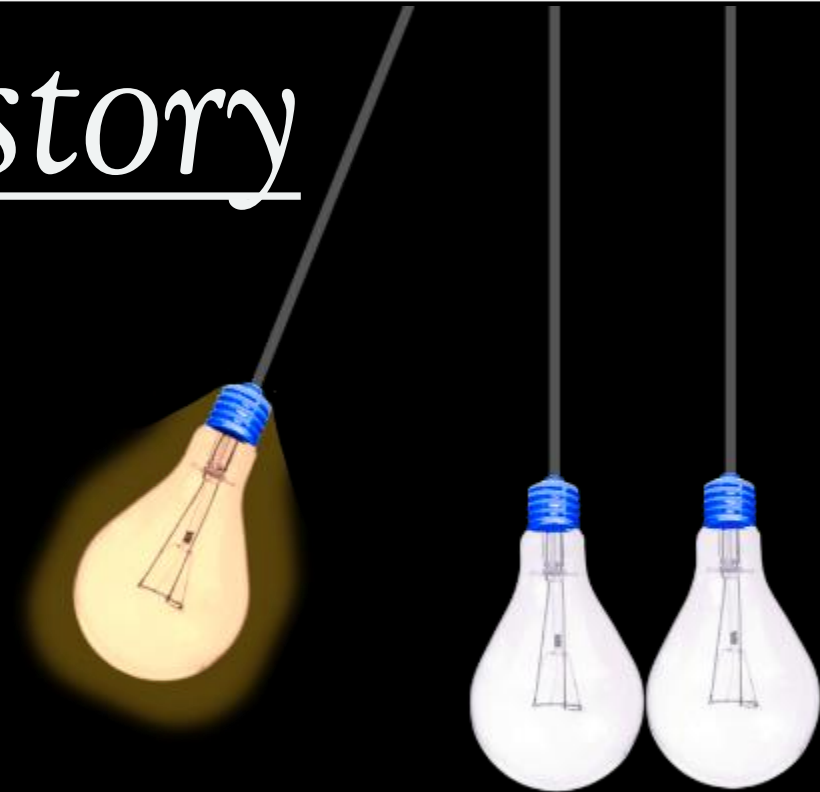
# Discover our history

Tuscarora Nation of North Carolina

Skaroreh Katenuaka Nation

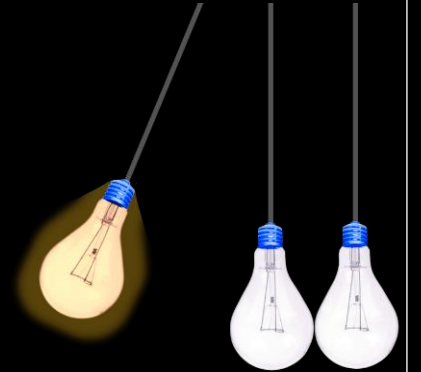
Lumbee Tribe of North Carolina

Catawba Nation



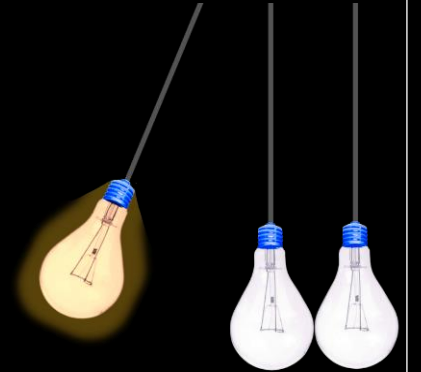
*Kuweeqâhsun!*

# Allyship



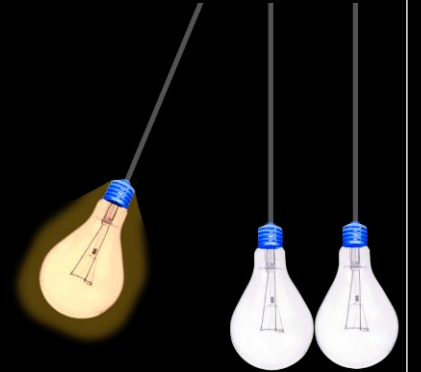
- Is your business accessible to clients? What about to staff/applicants?
  - Mobility accessibility – proper clearance for hallways/turns/bathrooms, ramp/step-free access, etc
  - Braille signage/notices, large print paper forms, audio description for videos, alt text on photos, etc
  - ASL interpretation, TTY, captioned videos, etc
  - Interpreter services and translated forms for non-English speakers?
- What gender options are available in your client and vendor forms? What about employee forms?
- What questions are you asking for demographics for clients, vendors, applicants, and employees?
  - If they have programmed answer choices, what are those options?
- Do you ask (and have an easy way to document) pronouns for your clients, vendors, and employees?

# Allyship



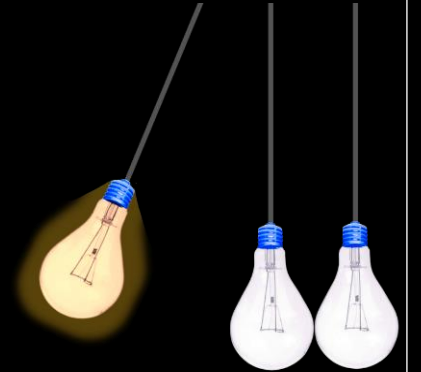
- Does your team reflect the diversity of your community?
- How diverse is your company globally? Does each layer of leadership reflect the diversity of their teams?
- Have the members of your team been trained on how to identify implicit biases and analyze their own words and actions for prejudice and microaggressions? How about bystander intervention?
- Do you have (and follow) documented processes for incidents involving prejudice or discrimination?
- Do you have a safe and anonymous reporting pathway to prevent retaliation?
- Do your EAP/health and wellness benefits/employee engagement efforts make DEI & anti-bias a top priority?

# Ask Yourself



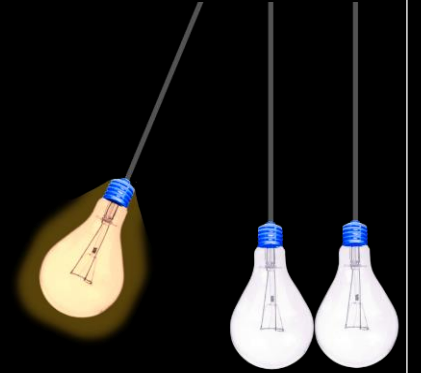
- Do my biases:
  - Impact the amount of time I spend with others?
  - Influence how I communicate with others?
  - Hamper my capacity to feel/express empathy toward others?
  - Interfere with my capacity to interact positively with others?
- Do you ever perceive that you are less comfortable with others who are different than you? (Race/ethnicity, religion, sexual orientation, gender identity, or disability?)

# Ask Yourself



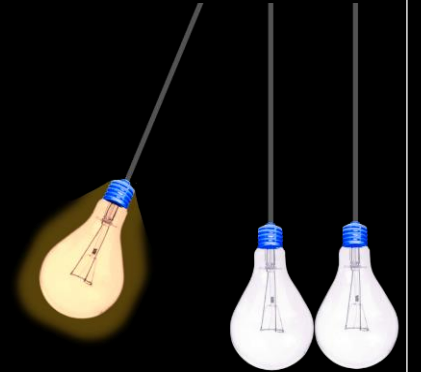
- Do you know (or believe) that those with whom you routinely interact think that your attitudes and behaviors demonstrate bias? If so, are you open to discussing these issues with them to elicit their point of view?
- Has anyone, directly or through satisfaction surveys, raised concern about attitudes in your organization or the way you communicate with them?
  - What can you do to combat bias in your daily life?

# *Additional Resources*



- [Implicit Assessment Test \(IAT\)](#) (Harvard)
- [National Center for Cultural Competence \(Georgetown\) Bias Primer](#)
- [State of Science on Unconscious Bias](#)
- [Building an Inclusive Workforce : A Four-Step Guide](#) - Dept. of Labor
- [Getting to Equal: The Disability Inclusion Advantage](#) - Research report produced jointly by AAPD & Disability:IN
- [APSE – The Association of People Supporting Employment First](#)  
(employment resources and certification opportunities)

# *Additional Resources – Podcasts & Books*

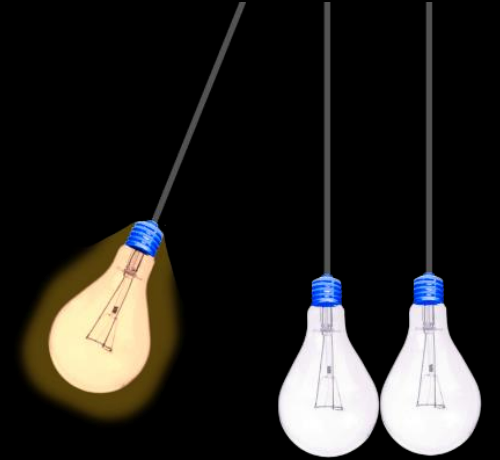


- All In The Mind (Cognitive Sciences podcast)
- Hidden Brain (podcast hosted by Shankar Vedantam)
  
- How To Be An Antiracist by Ibram X. Kendi
- So You Want To Talk About Race by Ijeoma Oluo
- Blind Spot: Hidden Biases of Good People by Mahzarin Banaji and Anthony Greenwald
- Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do by Jennifer Eberhardt
- Blink: The Power of Thinking Without Thinking by Malcolm Gladwell
- Judgment Under Uncertainty: Heuristics and Biases by Daniel Kahneman, Paul Slovic, & Amos Tversky
- Mistakes Were Made (but Not by Me): Why We Justify Foolish Beliefs, Bad Decisions, and Hurtful Acts  
by Carol Tavris & Elliot Aronson



# *Additional Resources – TED/TEDx*

- Kristin Pressner: Are You Biased? I Am. (TEDxBasel, May 2016)
- Melanie Funchess: Implicit Bias ~ how it effects us and how we push through (TEDxFlourCity, Oct 2014)
- Denise Hernandez: Unpacking and Transforming Your Biases For A Better Community (TEDxSanAntonio, Apr 2016)
- Kori Carew: Just Belonging - Finding the Courage to Interrupt Bias (TEDxYouth@KC, Mar 2018)
- Valerie Alexander: How to Outsmart Your Own Unconscious Bias (TEDxPasadena, Oct 2018)
- Dr. Ibram X. Kendi: The Difference Between Being Not Racist and Being Anti-racist (TED Interview, June 2020)



Jessica Ellis-Wilson, FACMPE

774-678-1033

[jess@pmaalconsulting.com](mailto:jess@pmaalconsulting.com)

