

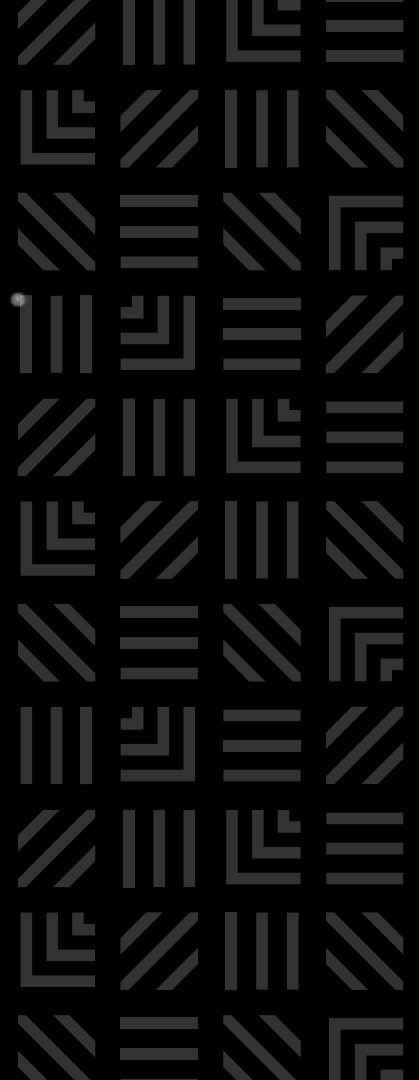


Big Brothers Big Sisters

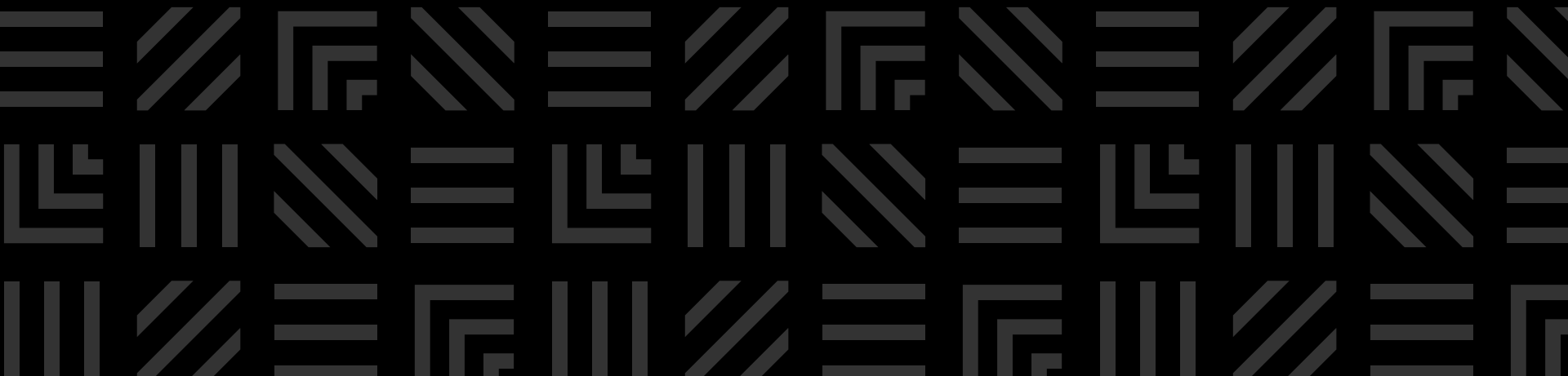
OF WASHTENAW COUNTY

Big Success

Navigating Conversations
about Unconscious Bias



Welcome!



Big Success!

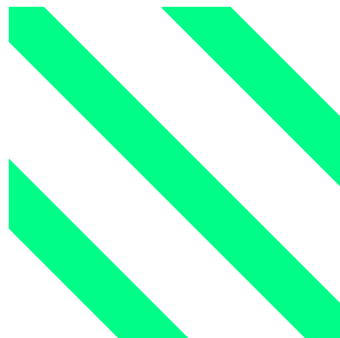
Agenda

- Review Meeting Ground Rules
- Introductions
- What is Bias?
- How to reduce bias
- Slides, survey and resources set out (TLE)



Meeting Rules

- Mute yourself if not talking
- Use the chat to introduce yourself!
- Be engaged, share with others and be open
- Be respectful of others/nonjudgmental



Before We Get Started

- Safe Space to learn from each other
- We are a learning community
- Take a mental break or deep breath if needed
- Be patient with yourself and others



What is Bias?

- Bias is a part of human nature and how our brains work
- Our brains want things to be predictable because that is how our ancestors were able to survive



What is Bias?

- Our brains seek out patterns which can make things more predictable
- The brain gets a lot of data, so it wants to make shortcuts when possible
- High levels of stress or stimulus can make the brain want to take these shortcuts even more



What is Bias?

- Exposure to social situations and media can reinforce these bias we naturally have
- Your upbringing and exposure to different cultures can also reinforce or challenge these bias



Types of Bias

- **Implicit or unconscious-** this happens quickly and often without the person even knowing or having control
- **Explicit-** this is a bias that you are aware of and can come out in people's behavior, actions or words



Video

- [Video from Simply Psychology](#)



Implications of Bias

- Living with implicit bias can cause things like microaggressions or treating others differently without meaning to
- This is an example of intent vs impact
- You may not intend to hurt someone but the impact of your words or actions may unintentional negatively impact others



Ways to Reduce Bias

- Be reflective, take the Implicit Attitude Test (IAT)
- Practice mindfulness!
- Reduce daily stressors
- Seek out education and training



Discussion Questions



Questions

- Do you have examples from your own life of experiencing this?
- How could this impact matches?



Questions

- What resources would you live to see available to Bigs to help increase awareness and reduce bias?



Mindfulness Techniques

- Use the chat-
- What self-care techniques have been working for you?



The Learning Exchange



THANK
YOU



Sources

- <https://www.simplypsychology.org/implicit-bias.html>
- BBBS- The Learning Exchange
- <https://implicit.harvard.edu/implicit/takeatest.html>

