

Unpacking Hidden Prejudice

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eliminating racism
empowering women

ywca

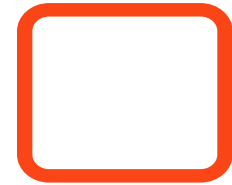
Charleston, WV

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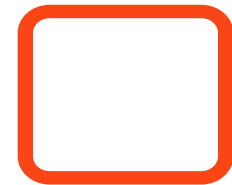
Today's Objectives

- 1. Define common vocabulary that promotes dialogue around equity and inclusion.**
- 2. Understand the impact of bias.**
- 3. Identify ways you can become an ally personally and professionally.**

Guidelines for Conversation



This is a learning space. Nobody knows everything, but together we can learn and share our ideas as we delve into the issues of bias and discrimination.



Assume good intentions. Speak from your own experience and avoid generalizations.



Ask questions to explore areas of uncertainty or discomfort.

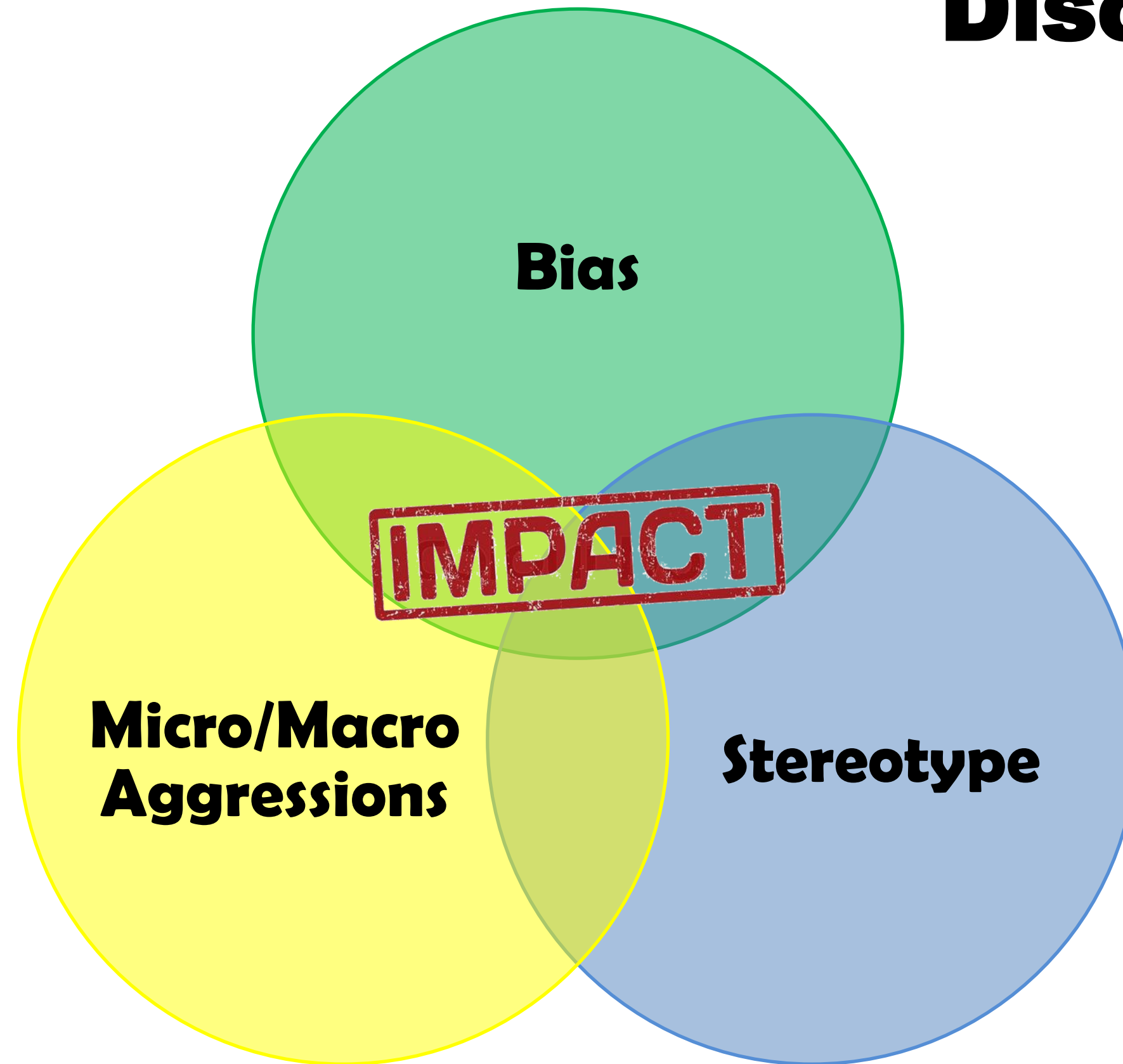


We learn the most when we challenge ourselves to step out of our comfort zones. Respect that our comfort zones may look different.



Prepare to engage in unfamiliar or uncomfortable conversation, support one another in the learning process, listen and empathize with the experiences of others.

Discrimination Triad



Bias

A form of prejudice that results from our need to quickly classify individuals into categories.

Microaggressions

Everyday verbal, nonverbal, and environmental slights snubs, or insults whether intentional, communicate hostile, derogatory, or negative messages to target an individual based solely upon their marginalized group membership.

Macroaggressions

Overt aggression toward those of another race, culture, gender, etc.



What is Implicit Bias?

bias that results from the tendency to process information based on unconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs.

Ex. Implicit bias in cases of discrimination



Types of Bias

Explicit

Conscious

Prejudices are directly and publicly displayed

Implicit

Unconscious

Prejudices can exist in a person's mind and behaviors without their awareness

Blind Spot Bias

the tendency to see oneself as less biased than other people




Stereotypes

Assumptions made about a group of people and applied to individuals, irrespective of their personal characteristics, because of their affiliation with a certain group.

- **What was your initial reaction after watching the scenarios?**
- **Did anything surprise you about any of the scenarios you saw?**

Counteract Perception Bias at Work

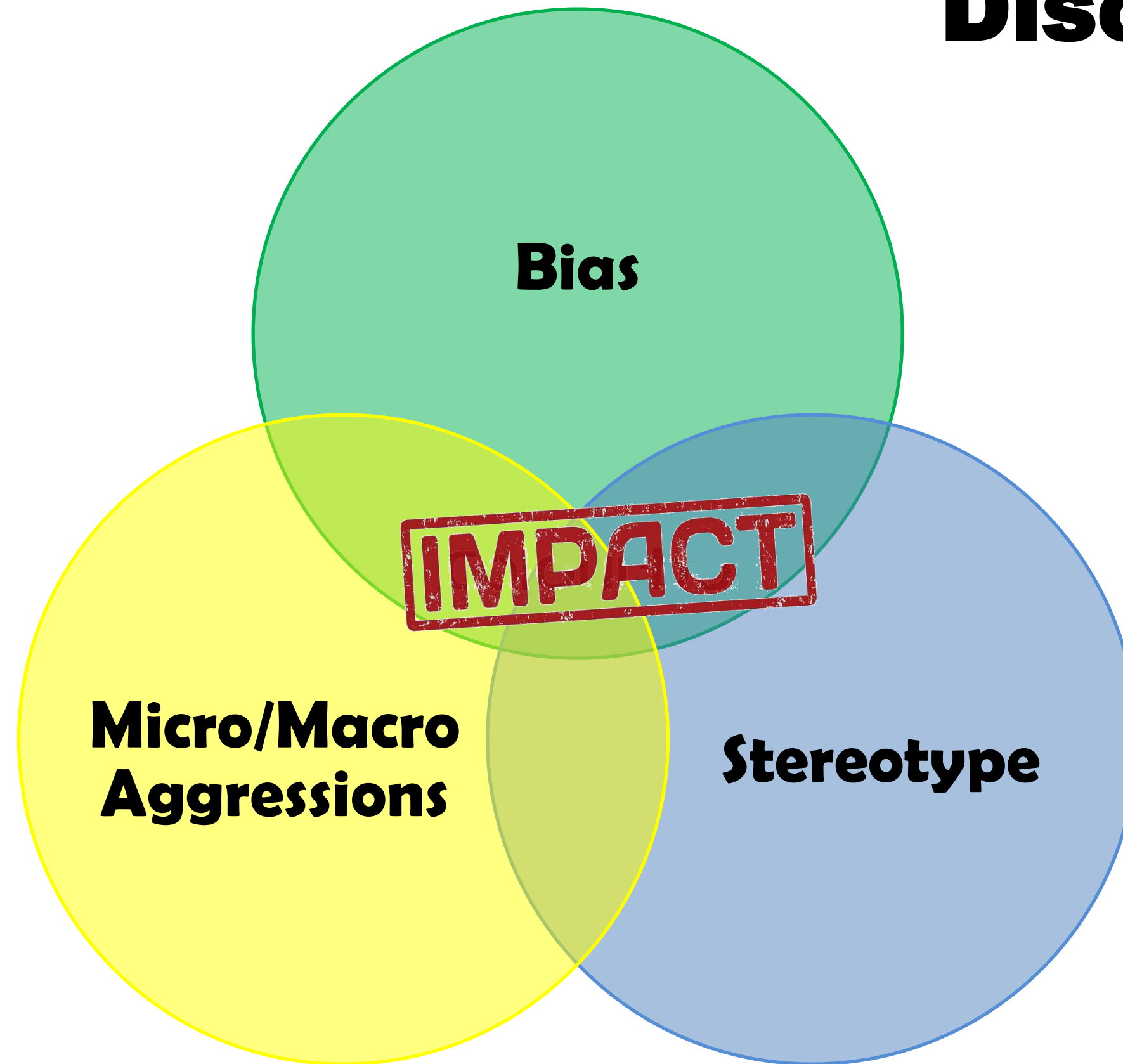
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A woman with long, curly brown hair, wearing a dark blue blazer over a white collared shirt and a patterned scarf, is shown in profile from the chest up. She has a surprised or attentive expression, looking towards the left. The background is a blurred office setting with a window and a person in a blue shirt partially visible on the left.



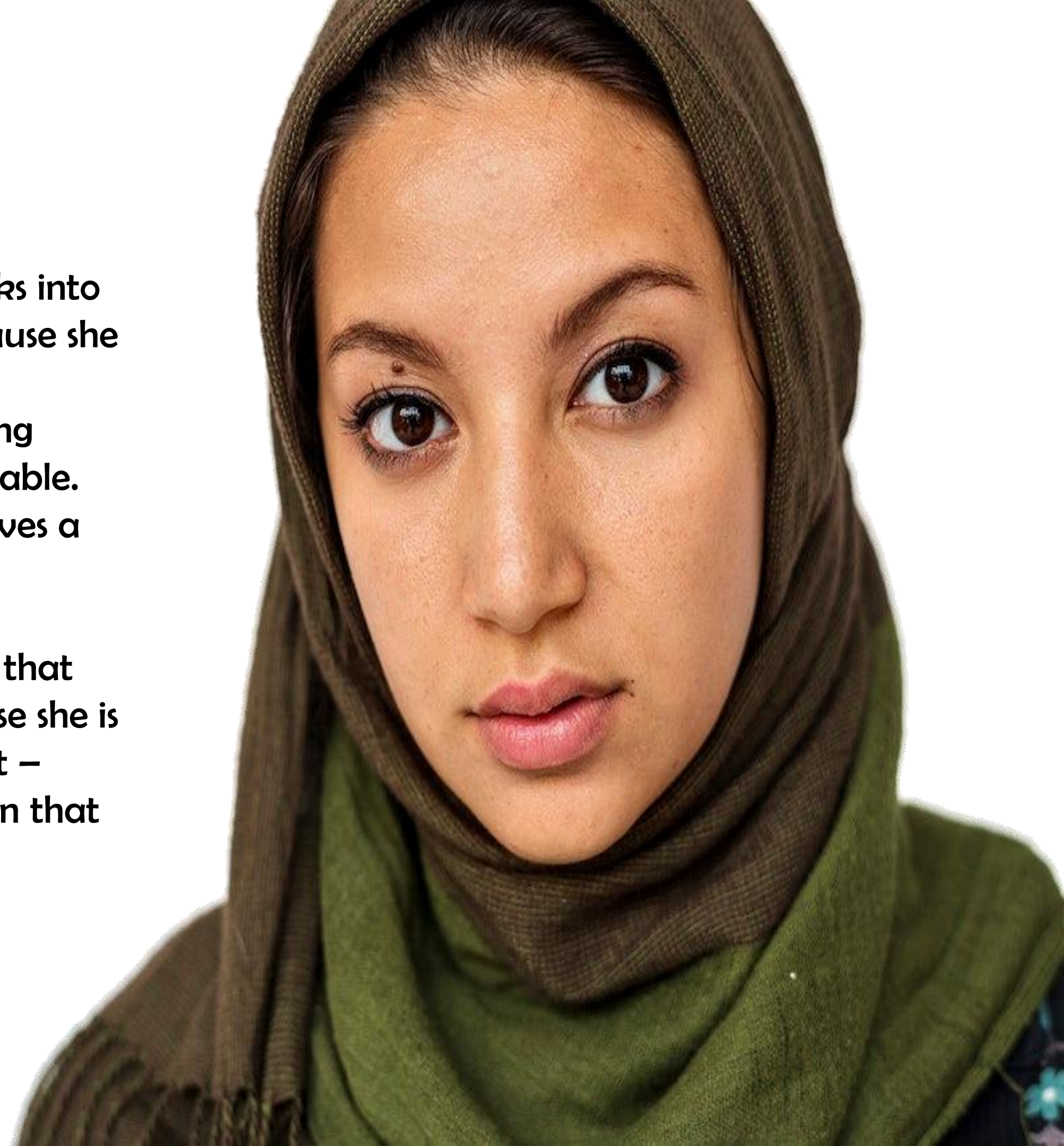
Who Am I!

Discrimination Triad



Jane is a Muslim woman who wears a hijab. Jane walks into the leasing office for a large apartment building because she saw a sign advertising several available units in the building's window. Jane introduces herself to the leasing officer, who immediately says there are no units available. Jane asks to be put on the waiting list but never receives a call.

Jane files a complaint with HUD because she suspects that the leasing officer does not want to rent to her because she is Muslim. HUD investigates and it turns out Jane is right – other employees of the building give HUD information that substantiates Jane's claim of religious discrimination.



What is allyship?

Allyship is an active, consistent effort to use your privilege and power to support and advocate for marginalized individuals and traditionally oppressed groups of people.

- Allyship is an active practice that requires action.
- Allyship requires an understanding and self-awareness around power and privilege.
- Allyship's purpose is to achieve equity and inclusion.
- Allyship requires us to hold ourselves accountable to advancing marginalized people's needs.



**Allyship
at
Netflix**

LISTEN - Trust marginalized peoples' lived experiences, do not invalidate them

LEARN - Educate yourself about privilege and structures of oppression; Ask questions, be curious, and do your own research

YIELD - Be aware of how much space you are occupying and resist the urge to "save" people (marginalized groups should always be at the front of this work)

ACT - Confront & interrupt oppression, show up and speak up!

How to be a true Ally



White protestors form a shield to protect Black protestors from Louisville Metro Police in a demonstration asking for justice for Breonna Taylor.

Risks of being an Ally

- Make a lot of sacrifices such as your comfort, reputation, energy, time, and more.
- It is inconvenient.
- You have to constantly attack the very systems that benefit you.
- Making mistakes. We will ALL make mistakes, and that is not a reason not to take action.
- Physical risks.



What can YOU Do?



Questions?

“The YWCA Building Racial Justice Capacity in the Community project has been made possible in part by a grant from The Greater Kanawha Valley Foundation.”



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