



PILLAR
nonprofit network

Unconscious Bias

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Why are we talking about
Unconscious bias?





San'yas Indigenous Cultural Safety

Implicit or unconscious bias happens by our brains making incredibly quick judgments and assessments of people and situations without us realising. Our biases are influenced by our **background, cultural environment and personal experiences**. We may not even be aware of these views and opinions, or be aware of their full impact and implications.





















▷ What were you thinking/feeling as you saw the different images?

Confirmation Bias

- ▷ *confirmation bias* is the tendency to accept evidence that confirms our beliefs and to reject evidence that contradicts them

Types of Bias

- ▷ Gender
- ▷ Age
- ▷ Race
- ▷ Disability
- ▷ Sexual Orientation
- ▷ Race

What threats does unconscious bias pose in our work and personal lives?

Brave Space

1. Speak from your own experience
2. Own your intentions and impacts
3. Work to recognize your privileges
4. Take risks: lean into discomfort
5. Step back and take time to reflect
6. Notice and name group dynamics in the moment
7. Listen actively and wholeheartedly
8. Challenge with care and compassion
9. Confidentiality
10. Leave with an intention to act upon the learning

What threats does unconscious bias pose in our work and personal lives?

Working Definitions



PRIVILEGE:

Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups.

Working Definitions



POWER:

The ability to decide who has access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

Working Definitions



OPPRESSION:

The combination of prejudice, privilege and institutional power that create a system that discriminates against some groups and benefits others, maintaining disadvantage based on certain aspects of a person's identity.

Examples include: racism, sexism, heterosexism, ableism, classism, ageism.

Working Definitions



INTERSECTIONALITY:

The term intersectionality was coined by Kimberlé Crenshaw to describe how multiple forms of discrimination intersect and do not act independently of one another.

SOMETTIMES YOU'RE
A
CATERPILLAR



ANIMATED
by
KAT BLAQUE



WRITTEN
BY
CHESCALEIGH



My Multicultural Self



- ▷ Name a stereotype that is associated with a part of your identity that is not true for you.
- ▷ When have you been the caterpillar?
- ▷ When have you been the snail?

Consider:

What will you **START** doing differently?

What will you **STOP** doing, to prevent harm?

What will you **CONTINUE** doing, because you've already acted on past commitments to be equitable and inclusive?

Thank you

