

WELCOME! ✨

WE'LL BEGIN SHORTLY

In the meantime, please drop
the following in the chat:

1. Name
2. Pronouns (if willing to share)
3. What college or area you're joining
us from

Example:

Hi everyone, my name is
Jona (he/they). I'm from
the district HR. Happy
Thursday to everyone!

IMPLICIT BIAS AND MICROAGGRESSIONS

by Jona Salamanca (he/they)



PRESENTATION GOALS:

1. Identify what implicit bias is and how to address your implicit bias
2. Understand how microaggressions can have an impact on you
and/or your team
3. Leave you with resources to identify biases that are most likely to
influence you

POLL: ICE-BREAKER COLOR ASSOCIATION

Ice-breaker: Color Associations

Which of the following words come to mind when you think of the color BLUE?

- CONFIDENCE
- DEPRESSED
- ANGER
- STABILITY

Ice-breaker: Color Associations

BLUE

THE COLOR OF TRUST AND LOYALTY. BLUE HAS A CALMING AND RELAXING EFFECT ON OUR PSYCHE, THAT GIVES US PEACE AND MAKES US FEEL CONFIDENT AND SECURE. IT DISLIKES CONFRONTATION AND TOO MUCH ATTENTION, BUT IT IS AN HONEST, RELIABLE AND RESPONSIBLE COLOR AND YOU CAN ALWAYS COUNT ON ITS SUPPORT.

“ OUT OF THE BLUE - MEANS TO APPEAR UNEXPECTEDLY

#003366

#003399

#0033CC

#0033FF

COLOR-MEANINGS.COM

SYMBOLIZES

SECURITY
TRUST
LOYALTY
RESPONSIBLE



EFFECTS

PROTECTS
CALMS
RELAXES
SUPPORTS



POSITIVE

CONFIDENCE
PEACE
HONESTY
RELIABILITY



NEGATIVE

CONSERVATIVE
PASSIVE
DEPRESSED
PREDICTABLE



Ice-breaker: Color Associations

Which of the following words come to mind when you think of the color YELLOW?

- HAPPINESS
- EXCITEMENT
- FEAR
- CAUTION

Ice-breaker: Color Associations

YELLOW

THE COLOR OF HAPPINESS AND OPTIMISM. YELLOW IS A CHEERFUL AND ENERGETIC COLOR THAT BRINGS FUN AND JOY TO THE WORLD. IT MAKES LEARNING EASIER AS IT AFFECTS THE LOGICAL PART OF THE BRAIN, STIMULATING MENTALITY AND PERCEPTION. IT INSPIRES THOUGHT AND CURIOSITY AND BOOSTS ENTHUSIASM AND CONFIDENCE.

“YELLOW BELLIED - MEANS TO BE COWARDLY AND AFRAID

#A98600

#DAB600

#E9D700

#F8ED62

SYMBOLIZES

HAPPINESS
OPTIMISM
POSITIVITY
INTELLECT



EFFECTS

CLARIFIES
INSPIRES
AMUSES
ENERGIZES



POSITIVE

CREATIVITY
PERCEPTION
MENTALITY
WARMTH



NEGATIVE

COWARDICE
DECEPTION
EGOTISM
CAUTION



Implicit Bias

"Bias is a human trait resulting from our tendency and need to classify individuals into categories as we strive to quickly process information and make sense of the world. To a large extent, these processes occur below the level of consciousness. This “unconscious” classification of people occurs through schemas, or “mental maps,” developed from life experiences to aid in “automatic processing.” These schemas become templates that we use when we are faced with new encounters. Our brains take pieces of information associated with familiar objects, sort it according to the schemas, and respond according to how we have been trained to react to that category."

[Source here](#)

Explicit vs Implicit

Explicit bias

Expressed directly

Aware of bias

Operates consciously

Example -- "I like whites more than Latinos."

Implicit bias

Expressed indirectly

Unaware of bias

Operates sub-consciously

Example -- sitting further away from a Latino than a white individual.



Implicit Bias

impacts judgments, decision-making, and behaviors



Defining Microaggressions

Microaggressions are verbal, behavioral, or environmental slights that are the results of an individual's implicit bias. They are often automatic or unintentional and occur on a daily basis. Microaggressions communicate hostile, derogatory, or negative viewpoints



Microaggressions

Examples may include:

- asking "where are you from?"
- assuming a woman in a meeting will take notes
- presuming someone's partner is of the opposite sex and/or gender
- minimizing disabilities through comments



Microaggressions Impact

Taken singularly or together, microaggressions can form a hostile environment, or even erode trust and confidence with a colleague, team, or supervisor

<https://www.youtube.com/watch?v=e7sIPzAL2YE>

Strategies to Address Microaggressions

Awareness (Derald W. Sue)

1. Cultivate awareness of your biases
2. Work to increase empathy

Action (Rowe, Mary, 2008. "Micro-affirmations & Micro-inequities." Journal of the International Ombudsman Association)

1. Micro-affirmations - "tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening." By affirming and practicing good behaviors, Rowe suggests, we may be able to block unwanted ones. After all, she points out, "attitudes may follow behavior just as behavior may follow attitudes." As a result, micro-affirmations are a way to counteract unconscious or implicit bias.



Strategies to Address Microaggressions (continued...)

Action (Rowe, Mary, 2008. "Micro-affirmations & Micro-inequities." Journal of the International Ombudsman Association)

- **Some general micro-affirmation examples include:**
 - a. Asking others for their opinions
 - b. Recognizing the achievements of others
 - c. Using friendly facial expressions and gestures
 - d. Taking a genuine, professional interest in someone's personal life

You can think of a micro-affirmation as a series of small acts of inclusion that add up to an overall feeling of inclusion for everyone.

Project Implicit Test

The mission of Project Implicit is to educate the public about bias and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of our scientific knowledge about bias and disparities.

Please visit <https://www.projectimplicit.net> to learn more about our team and the programs and services that we offer.

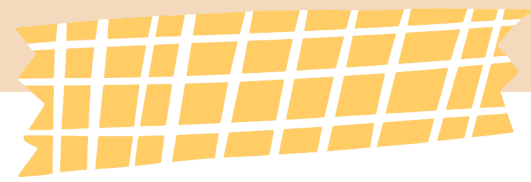
Please complete our survey!





Questions, Comments, Concerns





Thank You

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