Welcome! We’ll get started shortly. You’ll need something to write on + with.
Our Colleagues /
- Nehrwr Abdul-Wahid
- julius erolin
- Beth Zemsky

WARM UP

Head + Heart + Body /
- How am I coming to this conversation today?
RULES / The written way things are supposed to go. Think legal compliance, personnel policies, board by-laws.

PROTOCOLS

IF THIS, THEN THAT / The agreed upon plan for how we are going to handle things as they arise

PRACTICES

HABITS / Predictable ways we go through our work day from task to task, interaction to interaction
Protocols We Invite You To Try Today

1. Notice + Name / Be Clear
2. Practice Self-Determination
3. Reactions Will Arise, Choose Your Responses
4. Assume Adults Are Doing What They Need to Do to Be Present
5. Allow Each Individual to Experience Their Experience
6. We Will Hold The Space Today
• CHECK IN BEFORE MOVING ON
• TAKE BREAKS
• ANSWER QUESTIONS + MOVE US ALONG
• WE WILL ASSUME YOU ARE DOING WHAT YOU NEED TO DO IN ORDER TO BE + STAY ENGAGED
Session Objectives

• Unpack concepts of Bias

• Explore the nature of Identity and its construction

• Practice sharing our own stories of identity and how they inform our experiences

• Develop skills to name and notice in new ways
IN OUR AWARENESS

Notions of Logic and Validity
Incentives to Work
Group Decision Making
Competition vs Cooperation
Facial Expressions

Out of Awareness

Fine Arts
Clothing
Language
Food
Dances
Cultural Symbols

Concepts of Emotional Labor
Arrangement of Physical Space
Handling of Emotions
Concept of Status Mobility
Tempo of Work
Patterns of Communication
Approaches to Problem Solving

Notions of Leadership
Concept of Cleanliness
Patterns of Handling Conflict
OUR EMBODIED IDENTITY HOUSE

IDENTITY ALWAYS MATTERS

FACETS OF OUR IDENTITY EXPERIENCE PRAISE, PRIDE, PAIN

IN DIFFERENT SETTINGS, WE FEEL MORE OR LESS AWARE OF CERTAIN PARTS OF IDENTITY OVER OTHERS
Target + Agent Identities

**STATIC AND PREDICTIVE** / Current social construction of identity in the United States and its colonies that has created a hierarchy of human value/preference toward or against certain identities.

Current Agent Identities in the United States and It’s Colonies

- **Race**
  - White

- **Gender**
  - Man

- **Education**
  - College (more is better)

- **Ability**
  - Able Bodied

- **Age**
  - Not too young, Not too old
Dominant + Non-Dominant Identities

CONTEXTUAL / Our identities remain fixed. However, our experience of cultural behavior and expectations can shift.

Dominant:
My identity group created the culture by me, for me and with me in mind.

Non-Dominant:
My identity group did not create the culture by me, for me and with me in mind.
IDENTITY

Dominant

Softball League

QUEER

Non-Dominant

Immediate Family
IDENTITY

Dominant -> (Agent/Target) -> Non-Dominant
Reflection

What was it like to think about your identities being more or less preferred?

What was it like thinking about contexts in which the space was created or not created for/by/with you in mind?

What is it like for you in each of those contexts?
Our brains gather nearly 11 million pieces of information per second.

However, we have a maximum processing capability of less than 50 bits per second.

*Encyclopedia Britannica, 2020*
Unconscious Bias

How aware we are of how our unconscious mind influences us and impacts how we make decisions.
How many passes does the team in white make?
Gratitude + Commitment