Welcome! We’ll get started shortly. You’ll need something to write on + with.
Our Colleagues /

- Nehrwr Abdul-Wahid
- julius erolin
- Beth Zemsky

GRATITUDE

How am I coming to this conversation today?

WARM UP

Head + Heart + Body /
RULES / The written way things are supposed to go.
Think legal compliance, personnel policies, board by-laws.

POLICIES

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

<table>
<thead>
<tr>
<th>#</th>
<th>Protocol</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Notice + Name / Be Clear</td>
</tr>
<tr>
<td>2</td>
<td>Practice Self-Determination</td>
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<tr>
<td>3</td>
<td>Reactions Will Arise, Choose Your Responses</td>
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<tr>
<td>4</td>
<td>Assume Adults Are Doing What They Need to Do to Be Present</td>
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<tr>
<td>5</td>
<td>Allow Each Individual to Experience Their Experience</td>
</tr>
<tr>
<td>6</td>
<td>We Will Hold The Space Today</td>
</tr>
</tbody>
</table>
• 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
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
Identity: Static, Predictive + Contextual
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 Its Colonies

- **Race**: White
- **Gender**: Man
- **Sexuality**: Straight
- **Ability**: Able Bodied
- **Age**: Not too young, Not too old
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: College

White (Agent)

Non-Dominant: First Job
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.
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