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

Since last Tuesday...

- What have you been thinking about?
- How have you been feeling?
- What physical sensations have you had?
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
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
REVIEW

CULTURE /
what are the three parts of culture

TARGET/AGENT IDENTITIES /
What are these?

DOMINANT/NON-DOMINANT /
What's the significance?
Unconscious Bias

A tendency or preference towards a particular perspective, ideology, or result, which interferes with our ability to be impartial, unprejudiced, or objective, and of which we are unaware.
Describe what happened
DESCRIBE / Objective analysis and articulation based on observation

“What you see/observe”

INFORMATION GATHERING STAGE

INTERPRET / Subjective analysis and articulation based on observation

“What you think you see/observe”

INFORMATION PROCESSING STAGE

EVALUATE / Assignment of value judgment based on Descriptive and Interpretive information

“What you think and/or feel about what you think you see/observe”

DETERMINATION STAGE
Nature of our Identity

CULTURE

BIOLOGY

LIVED EXPERIENCE

SOCIAL CONTEXT
Cultural Influences shape our worldview which builds our biases.
Sam’s Identity & Influences

<table>
<thead>
<tr>
<th>Queer</th>
<th>White</th>
<th>Millennial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matthew Shepard</td>
<td>4 years old</td>
<td>9/11 &amp; Recession</td>
</tr>
<tr>
<td>Post-Marriage/Pulse</td>
<td>First job after college</td>
<td>Youngest in the room</td>
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</table>
Your Identity & Influences

<table>
<thead>
<tr>
<th>Identity</th>
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<tr>
<td>Influence</td>
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Small Group Discussion

Pick one identity

- How do you define that identity?

- How did you pick those words for your identity and what do those words mean to you? Assigned or chosen?

- Share a story behind 1 or more major influence
Moral of the Story

• Start with YOUR own lens / Self awareness
• Be intentional and GOAL directed
• Ask, Research, Observe, Take Risks
What’s Next?

Practice Noticing + Naming
Role, Goal, Soul
Grow Opportunities
Gratitude + Commitment