



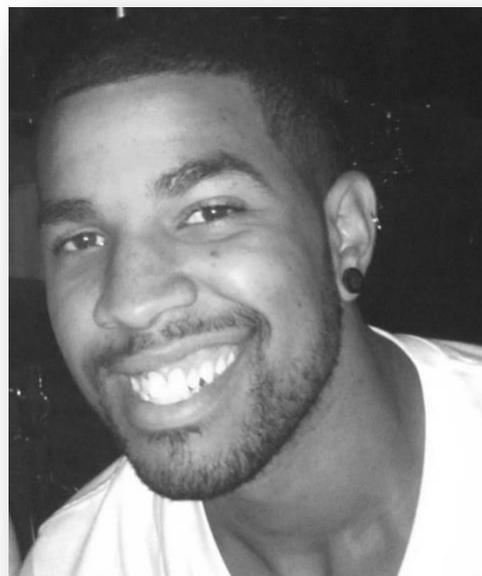
Welcome to
Exploring Implicit Bias and Perception in Your
Service Year



Dial: **888.483.1644**

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Today's Speakers



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AmeriCorps VISTA
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Marketing, Outreach,
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Manager
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Where Are You Serving?



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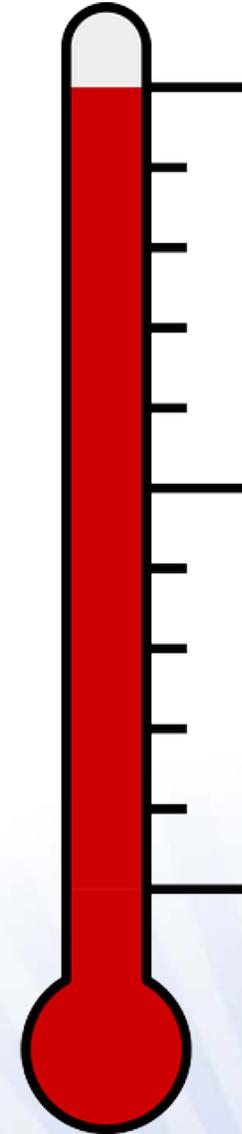


Today's Goals

- To understand what implicit bias is and how it affects your daily interactions and perception of the world.
- To identify how personal identity and biases can impact interaction with the community and project effectiveness.
- To begin to develop a basic common language and framework for working in an intercultural environment.

Temperature Check!

1. Chat: Is the term “implicit bias” new to you? How familiar are you with this term?
2. Poll: What was your reaction to the results of the Implicit Association Test?



Recognizing Where You Are



- This is ongoing work
- This is difficult work

Explicit Attitude

“I don't like Math”

when someone tries to explain
math to me

i'm like



Implicit Attitude



“I like Math but..

I feel a vague
sense of
uneasiness...”

So what is implicit bias?

- Developed through learned beliefs, culture, upbringing, and other outside influences (media).
- We ALL carry implicit bias, and aren't usually aware of it.



Implicit Association Tests



Project Implicit®

Implicit Bias: Personal Story

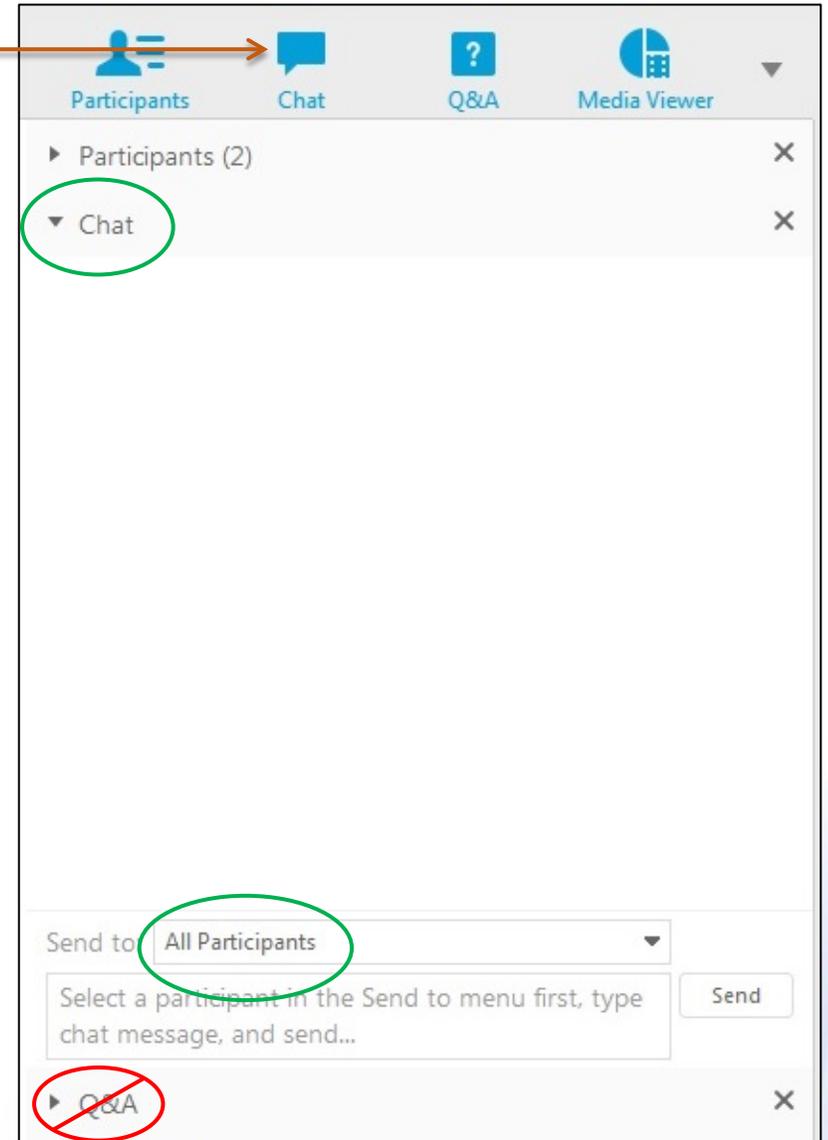


Chat Question

Drawing from your own experiences:

- Have you ever been confronted by your own unconscious bias?
- Have you ever had to confront someone about their bias?

Click this button if you don't see the chat panel.



Cultural Lens

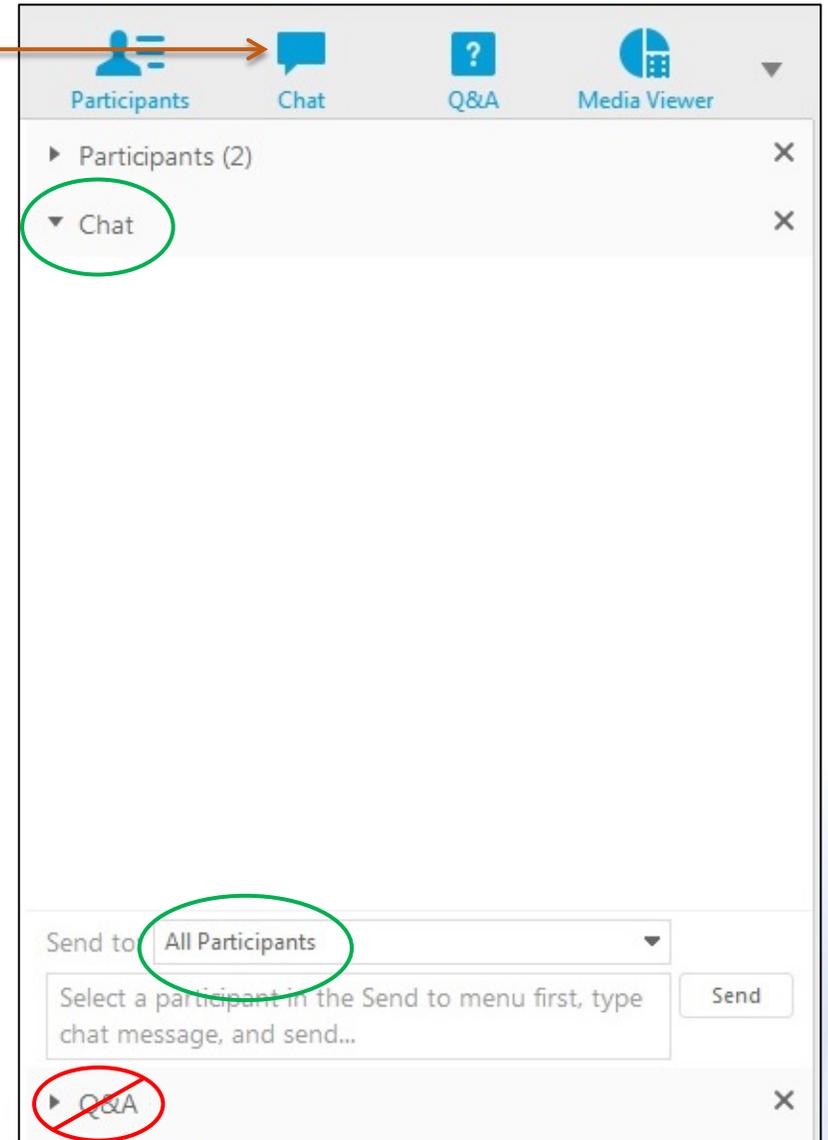


- What is your lens?
- How does your lens shape your perceptions?

Chat Question

- How does your lens shape your perceptions?

Click this button
if you don't see
the chat panel.



Value Judgements

Crying or being visibly upset at work

Positive

Negative

Leading a meeting with a highly structured agenda

Positive

Negative

Standing when a female enters a room

Positive

Negative

Asking for substitutions at a restaurant

Positive

Negative

Listening to music without headphones in public

Positive

Negative

THE CULTURAL ICEBERG

SURFACE CULTURE

DEEP CULTURE



Golden Rule Vs. Platinum Rule

Treat others as you wish to be treated

Treat others as **they** wish to be treated

"If you have come here to help me, then you are wasting your time...But if you have come because your liberation is bound up with mine, then let us work together."

--Lila Watson, Aboriginal Australian Activist and Author

Next Steps: Reflection

- What is my lens in this situation?
- How was it informed?
- Am I making a decision based on facts or feelings?
- Would I have made a different decision if I was talking to a different person?
- Other?

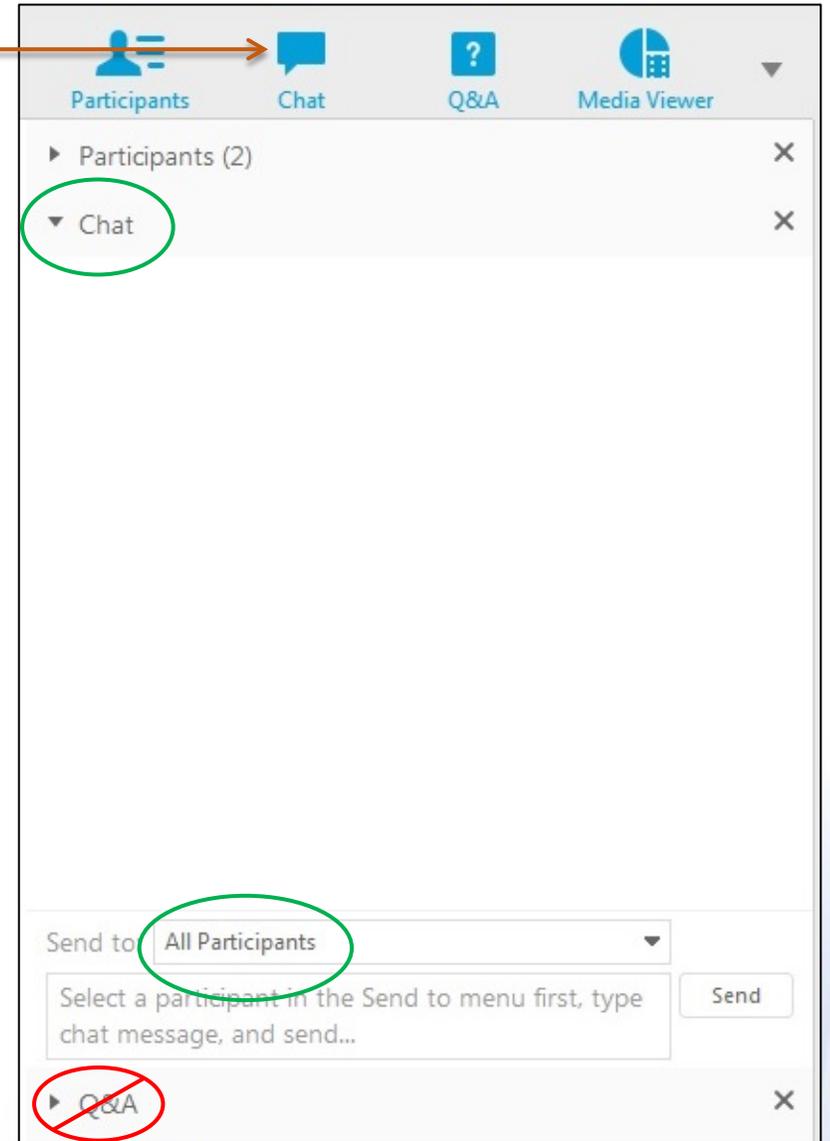
Next Steps: Keep Learning

- IAT Tests
 - <https://implicit.harvard.edu/implicit/takeatest.html>
- Deeper look at different types of bias
 - [http://www.cptc.edu/stereotype/bias/lessonbuilder_files/Stereotypes and Bias print.html](http://www.cptc.edu/stereotype/bias/lessonbuilder_files/Stereotypes_and_Bias_print.html)
- Take a 7-Day Bias Cleanse
 - <http://www.lookdifferent.org/what-can-i-do/bias-cleanse>
- Research on how stereotypes drive women to quit science jobs
 - <http://www.npr.org/2012/07/12/156664337/stereotype-threat-why-women-quit-science-jobs>

Chat Question

- Can you share ways to apply what we discussed today to your VISTA service?

Click this button if you don't see the chat panel.

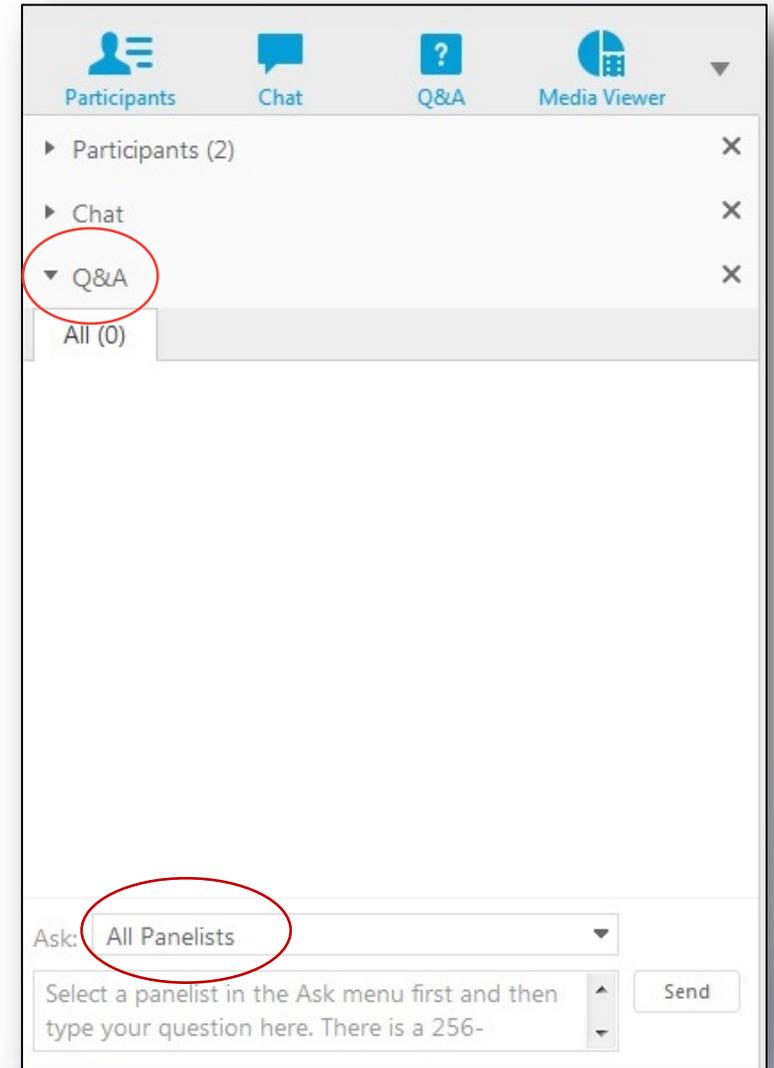


Evaluation

- Please take a few moments to share your feedback through the quick poll on the right side of the screen.
- How can we improve these sessions? What topics should we include in future webinars?
- Thank you very much for your time and participation!

Questions ?

- To ask a question verbally, call in using the number on this slide and press *1
- To ask a question electronically, use the Q&A feature located in the bottom right corner of the screen. Please ask “All Panelists”



Thank You for Your Participation!

If you have further questions or for more information, contact us: VISTAwebinars@cns.gov

Our next webinar:
High Impact Volunteer Recruitment
November 15th, 2016
2:00pm Eastern

Visit the Webinars for VISTAs page on the VISTA Campus for a complete schedule of VISTA webinars