



UNCONCIOUS BIAS

August 7, 2020

LEAD YP Class of 2020

YOUNG
PROFESSIONALS
DALLAS REGIONAL CHAMBER®

DRC
DALLAS REGIONAL CHAMBER

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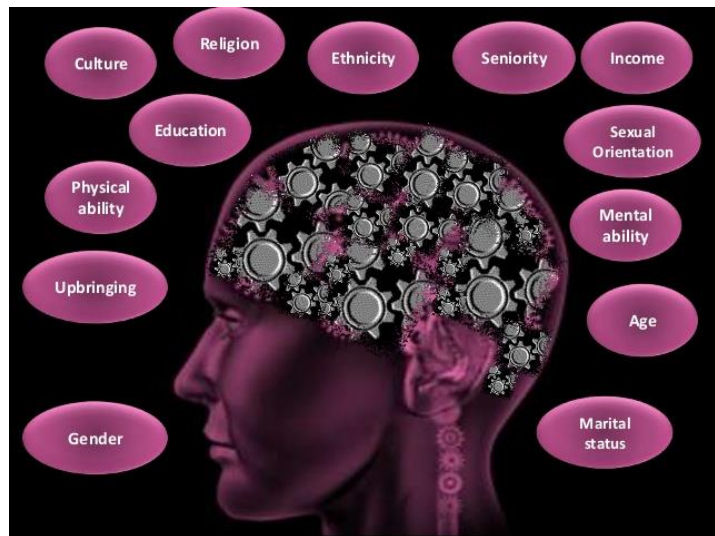
Unconscious Bias:

Without consciously meaning to, we are all guilty of being biased. Our biological and evolutionary make-up have predisposed individuals to naturally favor those who look like us, think like us, sound like us, and share similar interests as ourselves. These unconscious preferences display themselves in the form of various biases, three main categories of which present themselves in the workplace:

Affinity Bias (a tendency to ignore negative traits of individuals we like and to focus on the faults of the individuals we do not),

Social Comparison Bias (an inclination to

favor those who are a part of “our group”), and **Confirmatory Bias** (the act of seeking fact that will confirm our pre-existing perceptions and assumptions). But what may be an evolutionary predisposition does not mean that we should continue to allow these biases to manifest themselves in the workplace and society in general.¹ To do so, hinders diversity and allows for prejudice and discrimination to manifest themselves in the workplace.



Unconscious bias is largely caused by societal stereotypes. A stereotype is a widely held fixed or oversimplified idea about a particular person, group, or thing. These stereotypes are built up throughout our lives and are influenced by our upbringing and personal experiences, and lead individuals to make snap judgments, assumptions, and associations, which can result in unconscious bias. Unconscious bias, also known as implicit bias, is defined as a prejudice in favor or against certain things, people, or groups, usually in a way considered to be unfair.

These unconscious biases extend beyond race and ethnicity, and can effect any category or grouping of people, including, age, religions, gender, gender identity, sexual orientation, disability, political affiliation, social class, physical appearance, and many other categories. Because unconscious biases can occur even when a person consciously thinks that prejudice is wrong, it is essential that we acknowledge their existence and work to combat them.²

¹See <https://www.unconsciousbias.com.au/blog/unconscious-bias-in-the-workplace/> (information and image).

² See <https://diversity.ucsf.edu/resources/unconscious-bias> (information); <https://nationaldiversityawards.co.uk/what-is-unconscious-bias/> (image).



What is All Stars Project?

Founded in 1981, All Stars Project (ASP) is a national nonprofit that uses a performance based approach to help tens of thousands of inner-city youth and their families create success in their lives.

The All Stars Project's mission is to transform the lives of youth and poor communities using the developmental power of performance, in partnership with caring adults. Their vision is to be recognized as America's action and thought leader in Afterschool Development, a new way of engaging poverty and eliminating unconscious biases among race, nationality, and class by promoting social justice through educating the youth of our nation.

The All Star Project believes afterschool is the best way to bring young people growing up in poor communities into the mainstream. They start to connect to opportunities, to the world of success, to the business community and all sorts of things that are very far from where they come from, sparking their desire to learn and grow.



“At All Stars we are not involved in knowledge production. We are engaging development. We are offering development as a supplement to the education process.” –Dr. Fred Newman, Co-founder

Each year, the All Stars Project involves more than 20,000 young people in development activities that give them the opportunity to perform and to grow. The All Stars Project of Dallas is bringing development and opportunity to youth in West and South Dallas, who are otherwise left out of the city's current wave of growth. All Stars is working at multiple levels, investing in intensive door-to-door community outreach to grow the All Stars Talent Show Network and the Development School for Youth, collaborating with nonprofits as part of The School Zone, and partnering with Southern Methodist University's Annette

Caldwell Simmons School of Education and Human Development to foster new conversations among thought leaders and policy makers.

How can I get involved?

Volunteer. Talented Volunteers is the All Stars Project's award-winning volunteer program that creates opportunities for hundreds of caring adults to get involved in virtually every aspect of All Stars Project programs and operations.

Volunteers are the heart and soul of the All Stars Project. It's the spirit of giving, led by the volunteer community, that guides all of their work. The All Stars Project has won many awards for its volunteer program. In 2000 the All Stars Project was named "Best Volunteer Site for Working People" by Mutual of New York (MONY).



"I finally found a personal community that feels like mine, like I own this. This is where I belong and I now have a support group."

-Caren Crawford, All Stars Project Volunteer

Corporate Sponsors. By fostering a relationship between inner-city youth and corporate America we provide these young people an opportunity to connect to and be a part of the world in ways they never have, and to see new opportunities for lives, their families and their communities.



Business leaders conduct leadership development workshops in their companies, which helps prepare inner-city youth to enter the professional workforce, pursue educational opportunities and face challenges in new ways. Today, 180 companies across America, including MetLife, EY, Viacom, PSEG, PwC, Equity Residential and Silicon Valley Bank, are participating in our involvement philanthropy through the DSY, giving millions of hours of personal time to share their lives, expertise, and workplaces with some of our nation's

most marginalized and forgotten young people.

Every year hundreds of corporate professionals are also involved in the DSY as Program Associates, hosts of mock job interviews, host trainers, and workshop leaders.

LEADERSHIP|SD

What is Leadership ISD?

Leadership ISD is a non-profit whose work serves the 1.6 million public school students in Dallas, Tarrant, and Harris Counties, representing one third of the children who attend public school in Texas. Their mission is to advance educational equity by informing and activating community leaders to shape policy, lead strategically, and champion change.

To impact student outcomes, Leadership ISD focuses primarily on district-level policies, practices, resource allocations, and board leadership. These levers are used to disrupt institutional inequities that exist along the lines of race, language, ability, and income.

How can I get involved?

RE.A.L Academies

Racial Equity

Develop your racial consciousness and equity understanding to transform personally, professionally, and organizationally and shift educational outcomes for students.

Advocacy

Build your advocacy skills and learn how to strategically move educational equity from ideas into real impact for students.

Leadership

Deepen your understanding of the school board governance behaviors most highly correlated with improvements in student outcomes and closing opportunity gaps.

Leadership ISD's RE.A.L Academies provide community leaders, board members, companies, and organizations the opportunity to develop essential skillsets in racial equality, advocacy and school board leadership. Each academy tackles a different skillset in becoming more student-focused and racially conscious public education advocates. Diving deep on a topic, issue, or with a specific audience in mind, each series will consist of sessions learning together as a cohort and independent work post-session.

RE.A.L Academy participants commit to 16 hours of in-person training and 16 hours of pre and post work in between sessions, for a total of 32 hours.

Academies currently available include:

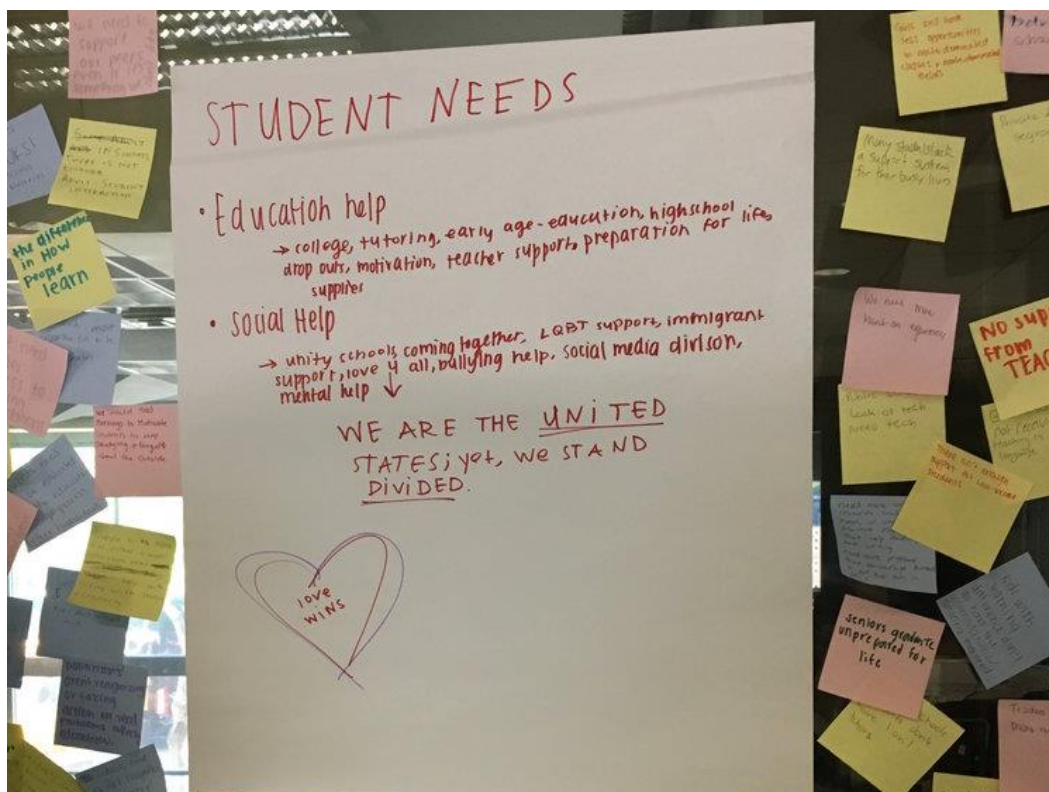
Brave/R™ Leadership RE.A.L Academy

The Brave/R™ Leadership RE.A.L Academy helps participants increase their racial consciousness in order to develop their anti-racist leadership skills personally, professionally, and organizationally.

Visionary Governance for Communities Academy

The Visionary Governance for Communities Academy equips community members with the skill sets and mindsets to both support and hold local school boards accountable for visionary governance and student success. Texas school boards are responsible for billions of dollars and millions of students. Our school boards approve district budgets, hire superintendents, negotiate contracts, and make numerous other decisions, large and small, that affect our children's education. We all have a role to play in improving student outcomes and eliminating inequities.

Fellowship Programs



Leadership ISD also offers year-long fellowship programs to learn about the education system and how to take action so that every student in our schools has the opportunity to thrive. These fellowships bring together civic and community leaders as well as district and campus administrators and educators. With more voices at the table, bringing their unique perspectives and influence, we can advance racial equity and academic excellence through advocacy and policy even faster than ever before. Fellows attend school board meetings, make campus visits, and participate on an action team to facilitate change.

“If you want to have a deeper understanding of our local public education successes and challenges, and meet a cohort of phenomenal people making a difference in this space, this is the program for you.”

— Joe Carreon, Leadership ISD Fellow 2017



What is Project Unity?

Project Unity is a collaborative movement based on the faith-driven belief that what unites us is greater than what divides us. Its core focus is building and sustaining community while bringing awareness to unconscious biases that exist in today's society pertaining to race, gender, social status, and religion. Its mission is fulfilled through dialogue, community building events, and education.

On July 7, 2016 in Dallas, Texas, Micah Xavier Johnson fired upon a group of police officers in Dallas, Texas, killing five officers and injuring nine others. The shooting happened at the end of a protest against the police killings of Alton Sterling in Baton Rouge, Louisiana, and Philando Castile in Falcon Heights, Minnesota, which had occurred in the preceding days. Following this tragic event, and subsequent conversations with many leaders in the Dallas community, Pastor Butler was given the vision for the "Year of Unity" as a way to bring us all together. And thus, the efforts begin.

In 2016, Pastor Richie Butler hosted a community forum on policing and race relations at St. Luke Community United Methodist Church that included the former Dallas Police Chief David Brown, former District Attorney Craig Watkins and Sheriff Lupe Valdez. As a result of that forum, he was convicted to launch an initiative to address the divides in our community and the country.

Project Unity has been leading efforts to unify Dallas by implementing a number of community building programs to help heal race relationships between law enforcement and Dallas citizens.



"When I begin to see you as my brother, neighbor and friend... My response to your plight is different than when I see you as a stranger."

At the end of 2017, thousands of Dallas citizens had engaged in some tough and enlightening conversations on race; experienced hands on learning that allowed participants to learn how to act and react to law enforcement; watched pastors, police and community leaders play basketball together; prayed and worshiped with people from different faiths, neighborhoods, and backgrounds; and engaged in the Year of Unity Challenge.

Beyond the 2017 Year of Unity initiative, it is our goal to continue to reach thousands of teens and adults through our “Together We” programs and promote the message of what unites us is greater than what divides us whether through worship, song, basketball, interaction with law enforcement or sharing a meal.

How can I get Involved?

Project Unity hosts a number of events in Dallas throughout the year to encourage unity and safe, honest communication about race relations. From community-building events to educational activities, there are programs fitting for people of all ages.



Together We Dine: sparks courageous and safe conversations about race at the dining table among total strangers. Led by a facilitator, participants will engage in healthy and structured dialogue that builds relationships and trust.



Together We Learn: a program where law enforcement dialogue with Dallas-area teens and provide practical instruction on how to act and react during traffic or pedestrian stops.



Together We Ball: the annual event brings the Dallas community together for an afternoon of fun family activities, an exhibition basketball game played by local high schools, and the headliner Pastors & Police basketball game featuring religious and community leaders and Dallas law enforcement.



Together We Pray: a weekly conference call for religious leaders from across the nation to join in prayer and reflection on ways to promote race relations and racial healing.



What is the Unconscious Bias Project?

Founded in 2017, the Unconscious Bias Project (UBP) is a national nonprofit co-founded by Dr. Linet Mera and Cat Adams in 2017. While pursuing her Master's degree at Harvard, Ms. Adams noticed a disturbing trend among her professors—there were very few tenured female professors with children—and even more shocking, in the recent past, there were no female professors who achieved tenure who already had children. Instead, the female professors waited until receiving tenure to start their families—sometimes in their late 30s. The same was not to be said for male professors. Ms. Adams began researching the topic of unconscious bias, including social science papers discussing the **Motherhood Penalty**. While still at Harvard, Ms. Adams, along with other members of the Harvard Graduate Women in Science and Engineering group began putting together ideas for creating a website that would be a resource to raise awareness about unconscious bias with a focus on the Science, Technology, Engineering, and Mathematics (STEM) professions.



The Motherhood Penalty: The motherhood penalty is a term coined by sociologists who argue that in the workplace, women with children encounter systemic disadvantages in pay, perceived competence, and benefits, compared to women without children, and to an even greater degree, than their male counterparts.³

Who they hope to reach: While UBP began by focusing its attention on the unconscious biases that women face in STEM professions, UBP has since expanded its reach to address other biases in society. UBP understands that unconscious bias is not specific to STEM and they hope that by raising awareness about how unconscious bias affects human interactions, the information they have compiled and provide will have a broader reaching impact on other professions and society in general.

“

We have to act.
We know from
history that
injustice
unconfronted
continues.

ALEXIS KROHN
{SHE/HER/HERS}

³ Source: <https://www.careercontessa.com/advice/moms-work-more-than-men/>

How can I get involved?

Determine Your Unconscious Biases. Studies show that everyone has unconscious biases that they have formed through their life experiences, upbringings, and exposure to various groups of people and cultures. However, the strength and focus of these biases differ from person to person.



In order to help identify—and correct these biases— UBP encourages individuals to visit Project Implicit, a research study conducted by Harvard University in partnership with University of Washington, University of Virginia, and Yale University, that provides a number of tests designed to uncover and identify unconscious biases. Tests may be found here: <https://implicit.harvard.edu/implicit/takeatest.html>.

UBP also offers a number of online resources, including podcasts, reading lists, and suggested movies that will help expose individuals to new perspectives, cultures, and ideas.

Volunteer and Share Your Experiences. UBP is looking for volunteers to help generate website content and to share their own personal stories and experiences with facing biases, sharing ideas on how to fight against the biases in ourselves and others, and connect to a community of others working towards a common goal of eliminating unconscious biases that are created by common stereotypes.

Donate. UBP is always looking for donations to support the creation of their online content. However, the COVID-19 pandemic has only helped to amplify racist and xenophobic biases, and deepened inequities for those with disabilities, the elderly, essential workers, and those facing economic struggles. UBP is working on new content to address these biases associated with the pandemic.

“The impacts of shelter-in-place orders are felt at every level of society. But they are not felt equally.”

- Alexis Krohn, UBP Learning Experience Designer and Facilitator





What is the National Museum of African American History and Culture?

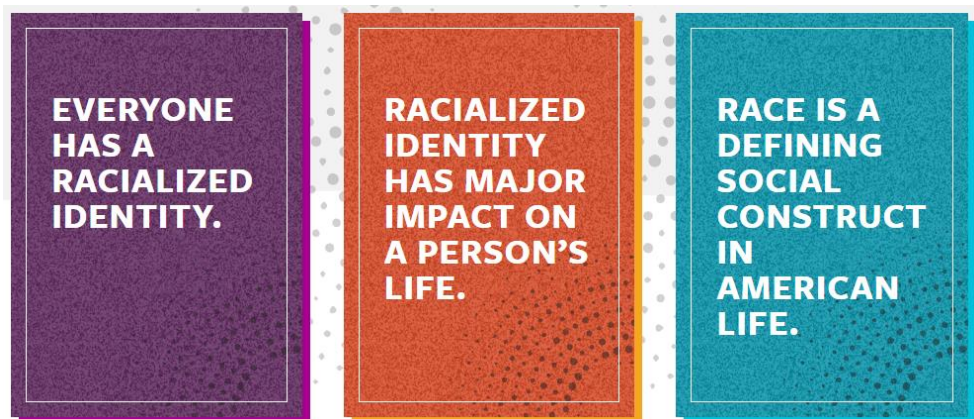
The National Museum of African American History and Culture (NMAAHC) is a national museum devoted exclusively to the documentation of African American life, history and culture. Founded by Congress in 2003, the museum is located in Washington, D.C. and is part of the Smithsonian Institution. It remains open to all that desire to learn about, collaborate with and participate in the four pillars upon which it was established:

1. It provides an opportunity for those who are interested in African American culture to explore and revel in this history through interactive exhibitions.
2. It helps all Americans see how their stories, their histories, and their cultures are shaped and informed by global influences.
3. It explores what it means to be an American and share how American values like resiliency, optimism, and spirituality are reflected in African American history and culture.
4. It serves as a place of collaboration that reaches beyond Washington, D.C. to engage new audiences and to work with the myriad of museums and educational institutions that have explored and preserved this important history well before this museum was created.

Apart from NMAAHC providing access to its incredible historical exhibits and information, its goal is to help individuals of all situations, backgrounds, cultures and races become and stay engaged in productive, socially-involved

dialogue. According to the NMAAHC, the number one question asked is how to talk about race. In response to this demand, it developed and is continually refining its signature program, “Let’s

Talk! Teaching Race in the Classroom.” The program focuses on creating a “brave space” where individuals can talk about race, equity and inclusion. The NMAAHC provides resources that anyone can access that cover a broad range of race-related topics, such as bias, being antiracist, community building,



self-care, race and racial identity, social identities and systems of oppression, whiteness and historical foundations of race.

With respect to explicit and implicit bias, NMAAHC focuses its attention on the fact that we all have unique experiences that have created the lenses with which we see the world. Identifying our hidden biases and unconscious thoughts, interacting with other that differ from you, lowering your defenses and considering how your words and actions affect others is all part of its message.



How can I get Involved?

Education. NMAAHC's education platform makes it simple to become engaged and raise awareness. Its online library of journals, articles and self-assessments can help you identify the bias that we all have in some shape or form. The conversation topics can help get you comfortable discussing with what may otherwise be uncomfortable. The tools are set up in a way that would allow you to easily share with others.

Donations. The NMAAHC depends on support from individuals to maintain its content creation and outreach programs. Donations are more important now than ever since the museum is closed due to the COVID-19 pandemic. Many employer-sponsored gifting programs will match (sometimes doubled or tripled) donations made by employees. If your company is eligible, you can request a matching gift form from your employer and send it in with your donation.

Partnership Opportunities. For those that work or volunteer for museums or other organizations that further causes and awareness for African American issues, the Office of Strategic Partnerships is a department within the NMAAHC that can collaborate and assist with such organizations. It helps build awareness and provides access to training and resources to support and advance leaders and best practices. Topics include job creation and professional development.

How Can Young Professionals Help Address Unconscious Bias?

Because we are not aware of our own unconscious biases, it can be a challenge to find ways of addressing them. For us to become more open minded and empathetic as a society, it is important to consider how we respond to people and how best to be inclusive.

Identify and Acknowledge.

We all naturally have unconscious biases because our society unfairly values some attributes above others. Becoming self-aware begins by noticing when you have an impulsive reaction to a person, and taking a moment to consider the thought.

Take the [Implicit Association Test](#) developed by Project Implicit to assist in recognizing one's biases. There are tests about race, sexual orientation, gender and more. Taking these tests is an important first step to promoting equality. Once you take the tests and determine your biases, you can start to work to change them.

Listen and Learn.

The more we expose ourselves to conversations on bias, the more likely we are to grow and change. There are lots of resources available to learn more about unconscious biases. To get started we recommend checking out the resources compiled by the [Unconscious Bias Project](#), which include books, movies, and resources for kids. Additionally, [NMAAHC](#) has a library of over one hundred videos and articles that address various topics related to biases regarding race.

We also encourage you to look for opportunities to have discussions with others, especially those from socially dissimilar groups. Sharing your biases can help others feel more secure about exploring their own biases. It's important to have these conversations in a safe space; individuals must be open to alternative perspectives and viewpoints.

Get Involved.

It is our responsibility as a society to become more inclusive and more understanding to others' experiences. You can lead by example by actively being inclusive to minorities and displaying a growth mindset. We encourage you to get involved with local organizations that promote diversity and equality. In DFW, these include [All Star Projects](#), [Leadership ISD](#), and [Project Unity](#).

We encourage you to be an advocate for equality in your home, workplace, community, and organizations in which you are currently active.