

The Bias Effect on
DEI-B

GWENNE BERRY
OCTOBER 2023

1

Touchstones

- ▶ 1. There are no stupid questions.
- ▶ 2. I am here to help you understand, not denigrate you.
- ▶ 3. This is head and heart work. We'll use both.

2

Agenda

- ▶ Why any of this matters
- ▶ Bias basics
- ▶ Identity basics
- ▶ How bias affects identity
- ▶ How we move forward
 - Personally
 - Organizationally
- ▶ State of DEI-B today

3

Why it Matters

DEI efforts have not yielded success (yet)


- 62% of workers surveyed say DEI programs aren't effective.
- 46% say the programs had failed them personally.
- 65% of LGBTQIA+ employees report that companies need to do a better job of fostering belonging
- 2 in 3 African American/Black respondents reported their company needs to do a better job around equity
- Asian people were more likely to believe their company is ineffective in fostering a culture where they feel as if they matter or belong
- And, one in three Hispanic/Latine respondents said they feel undervalued, with 76% reporting they would personally benefit if their company was more committed to DEI-B

4


Understanding Bias

What is Bias?

- ▶ Disproportionate weight toward or against an idea; usually in a way that is close-minded, prejudicial or unfair.
- ▶ Everyone has biases.
- ▶ Attempt to simplify information.
- ▶ Based on our own experiences and beliefs.



Bias Prejudice Bigotry Discrimination



5

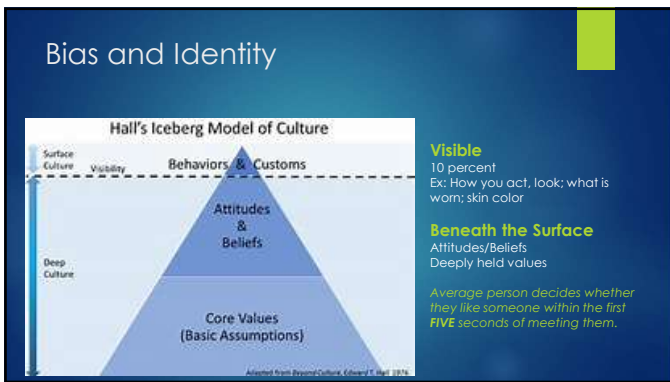
Bias Traps

<p>Information Overload</p> <p>Confirmation Bias What supports your beliefs</p> <p>Anchoring Bias Relying on what came first</p>	<p>Feelings Not Facts</p> <p>In-Group Bias Belief based on the fact that someone like us presented the information.</p> <p>Negativity Bias Heavy emphasis on the bad/negative experiences</p>	<p>Need for Speed</p> <p>Attribution Bias Extending "benefit of doubt" to ourselves only.</p> <p>Sunk-Cost Bias Resisting because there's been much investment.</p>
---	--	--

6



7



8

Effects of Bias

- ▶ Making decisions based on bias; not fact.
- ▶ Overlooking exceptionality.
- ▶ Stereotyping
- ▶ Discrimination

In the workplace:
Can lead to stereotyping by sex/gender, race, marital status, veteran status, disability status, and so on.
Can dictate who is disciplined, promoted, "seen and heard."

STEREOTYPING

Girls are bad at math!

You come from a poor neighborhood so you'll never do well.

OK, you're a student-athlete? You're so dumb!

Boys aren't creative!

You can't score high on math because you are white.

You are too young! You will never do as well as older kids.

9

Strategies for Reducing Bias

1. Challenge your own beliefs, particularly any especially strong beliefs.
2. Challenge your sources.
3. Engage in educational experiences.
4. Engage in intelligent inquiry.
5. Seek to interrupt.

```
graph TD; A[Conversations] --> B[Experiences]; B --> C[Reduced Stereotypes]; C --> D[Engage Intellectual Curiosity]; D --> E[Changed narrative]; E --> A;
```

10

Let's Walk the Walk

- STOP TRANSACTIONAL AND PERFORMATIVE ACTS
- FOCUS ON THE TRANSFORMATIONAL
- START WITH "ME"
- ALIGN FUNDING AND GOALS (AND PERFORMANCE)
- ENSURE ADMINISTRATION IS INVESTED
- ENSURE PSYCHOLOGICAL SAFETY
- STOP TALKING AND START DOING
- EXPECT CHANGE: AND REMEMBER CHANGE IS SCARY AND DIFFICULT!


11

What would THAT look like?

12


Landscape has changed markedly, quickly

October 2023	February 2023	Today
Gubernatorial campaigns across the country offered hints.	The Manhattan Institute released its paper.	<ul style="list-style-type: none">At least 22 states facing abolition of DEI work.DEI undergoing radical review.DEI, Woke, Liberal, Higher-Ed have been weaponized.



13

Let's Talk!



14
