

UNCONSCIOUS BIAS

By: Harold Gates and Denise Johnson

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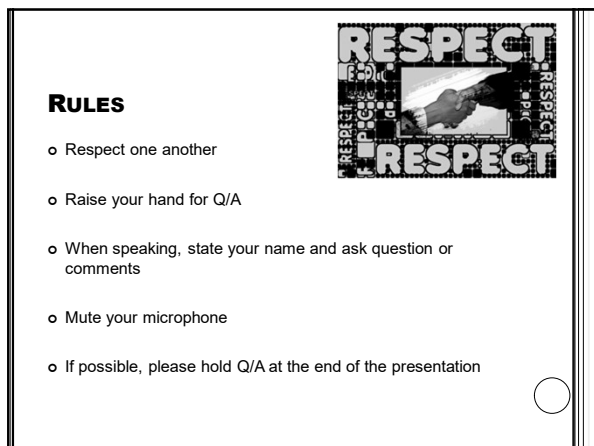


INTRODUCTIONS




- o Who is involved with the SCAODA Diversity Committee? (Introduce each member)
- o Why was this Cultural Diversity Committee set up?
- o What is Cultural Diversity Committee's mission statement?
- o Are you interested to join us?

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RULES



- o Respect one another
- o Raise your hand for Q/A
- o When speaking, state your name and ask question or comments
- o Mute your microphone
- o If possible, please hold Q/A at the end of the presentation


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- o Unconscious Bias with people with diverse background
- o Identify Unconscious Bias in counseling settings
- o Few strategies on how to recognize and do about your unconscious bias



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ACTIVITIES



- o **Kahoot Trivia**
 - Use your iPhone or iPad or Laptop or 2nd computer
 - Code/Pin Number (will provide code during workshop)
- o **Videos**
- o **Group Discussion- Dialogue**
- o **Poll**

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HOW TO SET UP KAHOOT

- o Download <https://kahoot.it/> on your Ipad, 2nd computer, or 2nd laptop or Iphone.
- o Enter Code Number- presenter will share via Zoom
- o Click Spin for your "Nickname"
- o Click green button: "Ok, go!"
- o You're Nearly There... click to match the pattern on the screen
- o Wait until everyone is ready to play!

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KAHOOT

Trivia Game




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KEEP IN MIND

“No one is immune from bias, not even...therapists!
Everyone has bias.”

“Bias is a part of us all and we need ways to work with it,
learn from it and transform ourselves.”

<https://www.lifeworkspsychotherapy.com/when-your-therapist-has-a-bias/>




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**HOW TO OUTSMART YOUR OWN
UNCONSCIOUS BIAS**

Video by Valerie Alexander (TEDxPasadena)

<https://youtu.be/GP-cqFLS8Q4>

We will only show brief part of the video (2:01)



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NEXT ACTIVITY – GROUP DISCUSSION

Group Discussion- Please follow these steps

- Raise Your Hand
- Harold will call your name to speak
- Unmute your Mic
- Say your name
- Provide your comment
- Mute your Mic



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QUESTION 1

- What does an effective counselor look like to you?



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QUESTION 2

- What can you do to improve your skills when you work or meet with a person that you have not previously worked with or that specific group of people or persons?



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THE IMPACT:

“If left unexamined, therapeutic bias can wound the client by replicating (in the therapy) the stigma and bias they face in the outside world or triggering internalized oppression and further damaging their sense of self.”

(<https://www.lifeworkspsychotherapy.com/when-your-therapist-has-a-bias/>)

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REDUCE YOUR BIAS

- Try to “[l]earn something new about a person, and then that will kind of help shift that bias because now you’ve actually asked that person or now you get to know that person.” (Implicit Bias | Concepts Unwrapped video transcript: 7:36)
- Other ways to also reduce your unconscious bias:
 - Training or Education
 - Do look beyond your viewpoint
 - Try to do some meditation that will help to reduce your stress that will help adjust your unconscious bias perspective
 - Start reflectively interacting with what marginalized and minority groups have to teach us.

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RESOURCES

Diversity Committee:

- Co-Chairs: Harold Gates at haroldgates101@msn.com or Thai Vue at vuewacha@yahoo.com

Books:

BIASED: Uncovering The Hidden Prejudice that Shapes What We See, Think, and Do by Jennifer L. Eberhardt, PhD

The Leader’s Guide to Unconscious Bias: How To Reframe Bias, Cultivate Connection, and Create High-Performing Teams by Pamela Fuller and Mark Murphy (Release November 10, 2020)

Articles:

Everyone Has Bias, September 4, 2015 | By Cindy Trawinski, Psy.D., Dipl. PW: <https://www.lifeworkspsychotherapy.com/when-your-therapist-has-a-bias/>


Implicit or unconscious bias, By Charlotte Ruhl , published July 01, 2020: <https://www.simplypsychology.org/implicit-bias.html#reduce>

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FINAL


o What are your final thoughts?



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Thank you for joining us today!

Enjoy your Day!



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