



Diversity Uncovered™

An Interactive Introduction to Implicit Bias, Microaggressions and Inclusion



circleuped.org

Version 2.0

Introduction to Diversity Terms and Social Identities

Diversity

Aspect 1 - Diversity refers to **EXTERNAL** attributes or characteristics that vary between people in a community such as height, body size, skin color, hair color and type, eye shape, age markers, clothing, gender identity etc.

Aspect 2 - Diversity also refers to the **INTERNAL** or **HIDDEN** attributes or characteristics that are not always immediately noticeable such as ethnicity, gender identity, sexual orientation, mental or physical ability, age, educational status, citizenship status, cultural norms, religious affiliations & beliefs, communication styles, ideologies and values.

Aspect 3 - Discrimination and conflict can occur when people create repetitive **ASSOCIATIONS** between specific attributes or characteristics that people have AND positive or negative assumptions that are learned from social institutions. These associations are often “implicit” and lead to unconscious forms of discrimination.

Social Identities

Aspect 1 - Social Identities are attributes, characteristics, or labels that are used to compare and contrast the differences that exist between individuals in a community.

- *Examples of social identities are gender, age, religious beliefs, ethnicity, or skin color.*

Aspect 2 - Social Identities are shaped and defined by the norms and values that are created and taught to us by **SOCIAL INSTITUTIONS** such as family, religion, the media, academia, or the government.

Aspect 3 - We label ourselves with social identities that reflect who we are or what we believe in, however, people in our community often label us based on their **PERCEIVED** ideas of who we are or what we believe in.



Unconscious Unintentional Discrimination

Microaggressions

Aspect 1 - Obscure verbal and non-verbal actions or behaviors that unintentionally communicate awkwardness, aggression, hostility or harm due to hidden messages of prejudice or stereotypes.

Aspect 2 - Microaggressions are often targeted at marginalized groups or individuals with marginalized social identities (including age, race, culture, sexual orientation, etc).

Aspect 3 - Microaggressions are fueled by unconscious/implicit bias and are usually delivered by well-intentioned individuals.

Microaggressions Unconscious, Unintentional Discrimination... That still causes harm to others!



Unconscious Unintentional Discrimination

Instructions - Microaggressions From The Video

1. Write down **one verbal** and **one non-verbal** microaggression from the video.
2. Share with your partner the examples that you came up with.
3. If you finish early, think about the unconscious stereotypes, bias, or beliefs that may have produced, created, or resulted in the unconscious, unintentional form of discrimination (microaggression).

Video Unconscious, Unintentional Discrimination	
Verbal	Unconscious, Unintentional Discrimination (Microaggressions)
	Implicit (Unconscious) Bias
Nonverbal	Unconscious, Unintentional Discrimination (Microaggressions)
	Implicit (Unconscious) Bias

Uncovering Implicit Bias

Implicit (Unconscious) Bias

Aspect 1 - Implicit biases are automatic unconscious **ASSOCIATIONS** between social identities and positive or negative perceptions.

Aspect 2 - These **ASSOCIATIONS** are developed by repetitively associating social identities, such as gender, age, or race with perceptions such as good, bad, dangerous, safe, desirable, undesirable, capable or incapable.

Aspect 3 - Implicit biases are developed through **UNCONSCIOUS** learning, meaning that we learn to pair social identities with perceptions by witnessing these pairings within institutions such as the government, academia, media, family, religious and financial institutions.



Unconscious Unintentional Discrimination

Instructions - Workplace Microaggressions

1. Share the workplace situation with your partner **without using names** or identifying information.
2. Isolate the **specific verbal or non-verbal** behavior or statement and write it down in the box.
3. Work with your partner to **identify 1-2 implicit bias** that may have produced the microaggressions.

Workplace Unconscious, Unintentional Discrimination	
Verbal	Unconscious, Unintentional Discrimination (Microaggressions)
	Implicit (Unconscious) Bias
Nonverbal	Unconscious, Unintentional Discrimination (Microaggressions)
	Implicit (Unconscious) Bias

Prevent & Interrupt Microaggressions & Implicit Bias

5 Tips to Address Discrimination

- 1. BUILD** relationships with your colleagues. It makes it 1000x easier to have conversations about microaggressions and it helps to counter implicit bias. Use the *Relationship Building Cue Cards™* to help.
- 2. DEVELOP** allies who can support you in building awareness of your own biases. It is always easier to see the microaggressions you receive compared to the ones you hand out.
- 3. LEARN** more about Privilege and Power dynamics and unconscious learning.
- 4. EDUCATE** in a loving way! Some people have no idea the things they are saying are offensive, racist or discriminatory because no one ever told them!
- 5. INTERRUPT** using the *Conscious Conversation™ Skill* to call someone “in” versus calling them “out.”

