

Why Our Minds Are Wired for Bias

Lightning Session

a webinar series

September 20, 2023 | 12 PM – 12:30 PM ET



Facilitated by Thuy Jacobson | She/Her

In the chat:

- 1) Introduce yourself**
- 2) Where you're joining us from**



Building better teams through development workshops & coaching.

Workshops

- Delivering Feedback
- Presentation Skills
- Mitigating Unconscious Bias
- Behavioral-Based Interviewing
- A Manager's Perspective

Coaching

- Career Coaching
- Empathy Coaching
- Management Coaching
- Engineering Management Coaching

Consulting

- Career Mapping
- L&D Programs
- DEI Programs
- Organizational Development



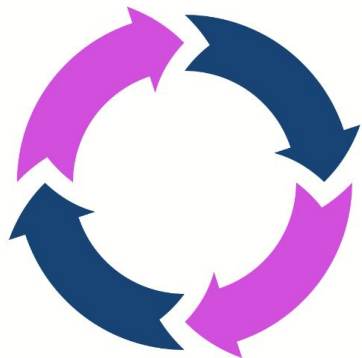
Poll 1



What's the reason you were interested in attending this lightning session today? (Check all that apply)

- A) I want to learn more about my own biases.
- B) I want to learn more about The Cycle of Socialization
- C) I want to know what to do when I notice an injustice taking place.
- D) I just like to learn new things!
- E) Here to socialize
- F) Other reason (please enter into chat)

Learning Agenda



**The Cycle of
Socialization**

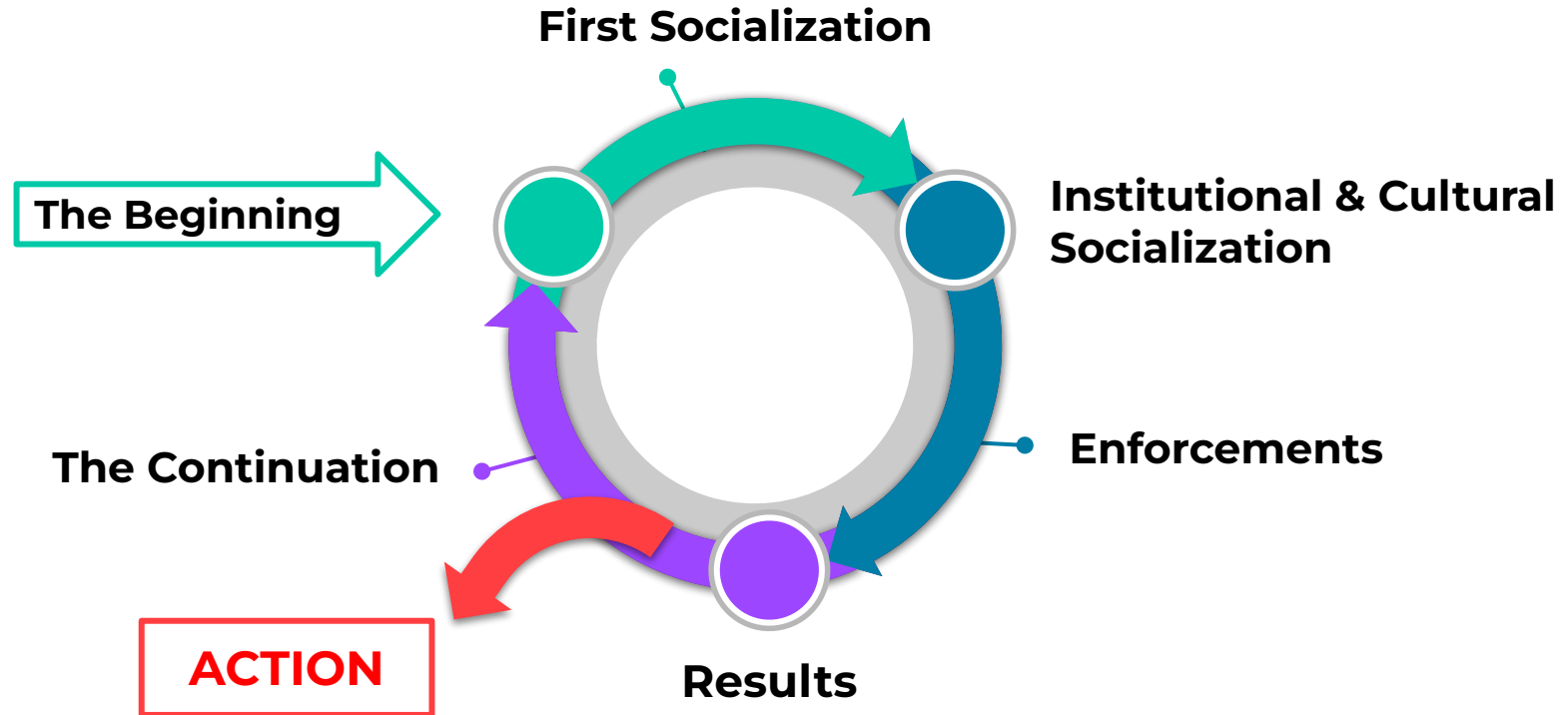


**How to
Disrupt Bias**



**Questions
& Answers**

The Cycle of Socialization



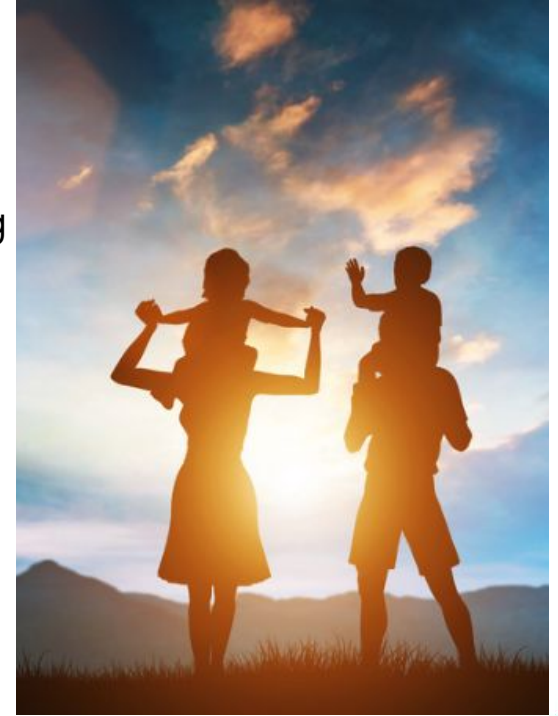
The Beginning

- **IDENTITY** - gender, class, religion, sexual orientation, cultural group, ability status, or age, etc.
- In-groups vs. Out-groups
- Assumptions, roles and structures of oppression are already in place and fully functioning.
- Therefore, we **should NOT feel guilty or responsible** for being who we are and having the social identities we have



First Socialization

- Adults who took care of us → shaped our norm and create the rules we must follow
- They may have told things like:
 - Drink your milk so you can grow tall and strong
 - Don't stay out in the rain, you'll get sick
 - Boys don't cry
 - Don't kiss other girls. You're supposed to like boys.
- **We unconsciously conformed to their views.**
- It is important to observe that they, too, are **not to be blamed.**



Institutional & Cultural Socialization

- Then we enter school, go to church, start working, and **we bring into these institutions what we were taught. And other kids bring in what they were taught.**
- **Reinforce** or **contradict** what we have learned at home
- In addition, the **MEDIA REPRESENTATION** reinforces what we were taught.



Poll 2



“In the past when I noticed an injustice, I didn’t speak up because...”
(Check all that apply).

- A) It was not any of my business.
- B) I didn’t want to make the situation worse.
- C) I didn’t know what to do or say.
- D) I don’t want to be labeled as someone who causes problems.
- E) I didn’t want to lose my job, my status, or get in trouble.
- F) Other (please share in chat)

Enforcements

- People don't speak up because there are enforcements in place to **incentivize people to NOT do anything**.
- People who come from a place of privilege or advantage
 - If you speak up and go against the norm, you may **lose the privileges** you have.
- People who come from a place of the minority
 - If you speak up about unfairness to your group, you may be labeled as a **troublemaker**, called out for **not being a team player**, get **deported or even killed**.



Results

- These results are often cited as problems facing our society today: **high dropout rates, crime, poverty, drugs and so on.**
- **In-groups** - enjoy privileges, remain unconscious, or are unwilling to interrupt the cycle
- **Out-groups** - reinforce stereotypes and collude in our own demise
- To the extent that we **fail to interrupt this cycle**, we keep the assumptions, the problems and the oppression alive.



The Cycle of Socialization

First Socialization

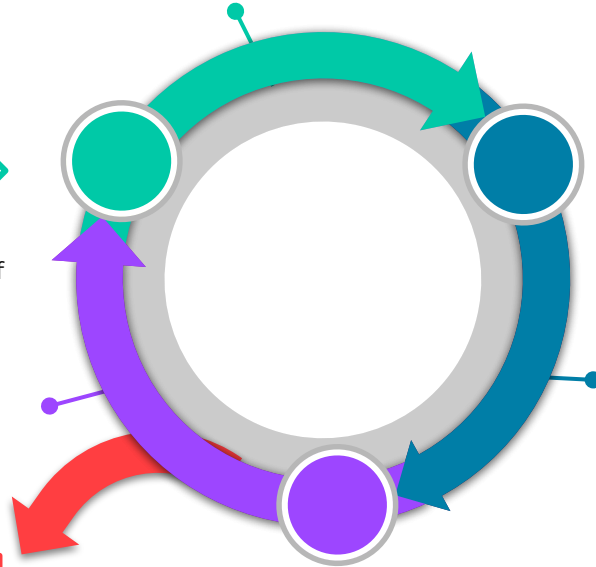
- Adults shaped our norms & created the rules we must follow
- We unconsciously conformed to their views

The Beginning

- No survey when we were born
- Assumptions, roles & structures of oppression already in place

The Continuation

ACTION



Institutional & Cultural Socialization

- School, church, workplace
- Bring in our norms and rules
- Media representation

Enforcements

- Yes Privilege: Speak up & lose privileges
- No Privilege: Speak up and labeled as trouble maker

Results

- High dropout rates, crime, poverty, drugs, etc.
- Root cause inherent in assumptions in which society is built

what can I do?

Audit your network

- Expand your network and **diversify your world.**
- Check your social circle and see which group is missing.
- Meet new people and build authentic relationships with people who are different from you.

ACTION

Seek narratives

Ask other people about their experience in regards to ageism, racism, sexism, etc.

For example: "I'm always curious to learn more about other people. Can you tell me about your cultural background or heritage?"

Poll 3



What is the best way to react if you hear someone say an offensive remark such as "Can you ask Amy to take notes during the meeting? It's usually the ladies who do that." (Choose best answer)

- A) Say, "Sure, I'll ask her!"
- B) Say, "Hey! That's sexist!"
- C) Say, "I feel uncomfortable when you say that because it implies only women can take notes and men don't."
- D) Say, "Why does she have to do it? Guys can take notes too."
- E) Ignore it, go to the meeting and address it later.

what can I do?

ACTION

Call it In

Focus on the statement,
not the person.

To prevent the feeling of attacks and aggression, use your words effectively.

Don't say: "You are racist."

Try saying: "I feel uncomfortable when you say X because Y."
[Make a request]

Apologize

...but don't over apologize.

Don't say: "Omg, I'm so sorry. I didn't mean that. That's so wrong of me. My bad, forgive me. I'm so so so so sorry."

Try saying: "I'm sorry about that."

Focus on Impact, Not on Intent

If you offended someone by accidentally taking part in a microaggression, apologize.

Don't say: "I didn't mean to offend you."

Try saying: "I am sorry for the impact my comment made on you. It was offensive and I apologize."

what can I do?

Pause and justify your decisions

Make it a habit to slow down and **question your first impression**. Anytime you make a people-related decision, identify your reasoning behind it. Was it based on behavior, circumstance, or identity?

Example: *“Did I not promote her because she doesn’t have the project management skills we’re looking for or because of a gut feeling?”*

ACTION



The Cycle of Socialization

First Socialization

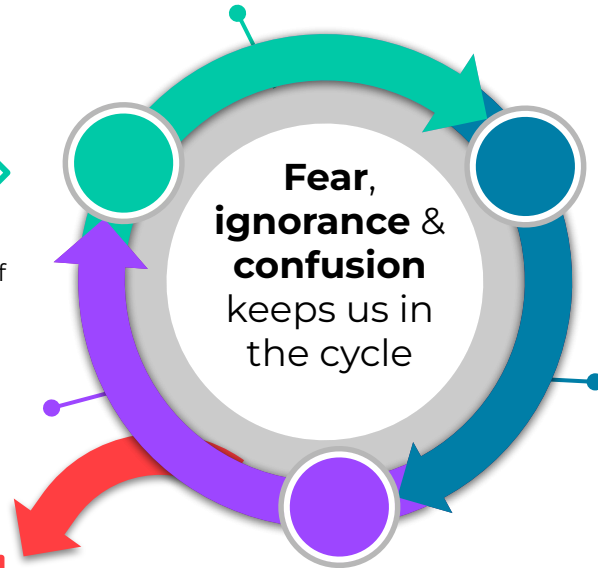
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The Beginning

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ACTION



Results

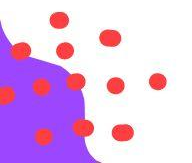

- High dropout rates, crime, poverty, drugs, etc.
- Root cause inherent in assumptions in which society is built

Institutional & Cultural Socialization

- School, church, workplace
- Bring in our norms and rules
- Media representation

Enforcements

- Yes Privilege: Speak up & lose privileges
- No Privilege: Speak up and labeled as trouble maker



*The first thought that
goes through your mind
is what you have been
conditioned to think.*

What you do next
defines who you are.

Please provide your feedback.

Webinar Name:

“Why Our Minds Are Wired for Bias”





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hello@feedlearning.com



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Thuy Jacobson

Marketing Specialist



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