

Unconscious Bias – Be Aware of Your Hidden Thoughts that May Influence Your Actions and Decisions



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Des Moines

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Unconscious
Bias.

**“What changes are you
going to make to
counteract unconscious
bias?”**

#1





#2



#3



#4



#5



#6



#1



#2



#3



#4



#5

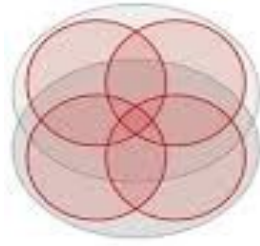


#6



- ▶ Unconscious bias?
- ▶ Impact?
- ▶ **Minimize?**





KIRWAN INSTITUTE
for the Study of Race and Ethnicity
The Ohio State University

“Unconscious bias is . . .the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”



THE CONSCIOUS AND UNCONSCIOUS BRAIN

- **Unconscious Brain**

- Runs constantly and effortlessly
- Judgments in less than 100 milliseconds
- Makes superfast connections between groups of people and ideas of good or bad
- Beyond our consciousness and intentional control

- **Conscious Brain**

- Data driven
- Slow to make logical judgements .. seconds
- Thinks it is in control



**An Introduction to "Biased" by
Stanford Psychology Professor,
Jennifer L. Eberhardt**

Introduction:

How implicit

bias is a

distorting

lens.



**“I don’t know why I said that.
I don’t know why I was thinking that.”**

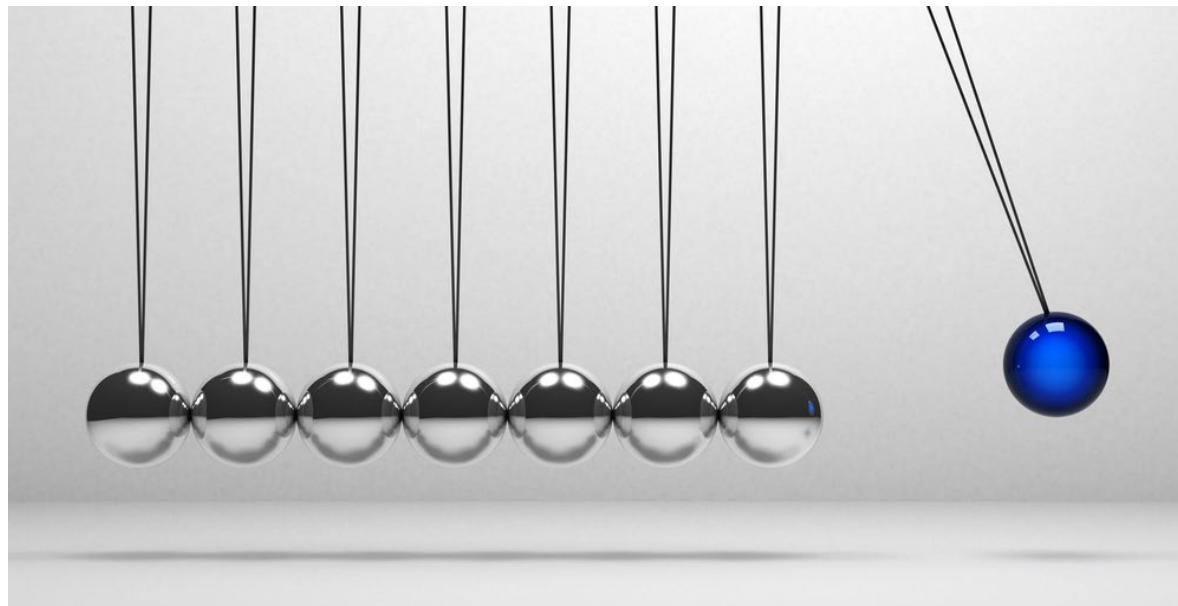
Jennifer Eberhardt’s 5-year old son







SOURCES



1

What are some biases you learned or heard?

2

What are the sources?

3

What is the impact?





**ROOSEVELT HIGH SCHOOL
DES MOINES, IOWA**



Look beyond our initial perceptions which can blind us to who people really are.

- **Identify**
- **Acknowledge**
- **Mitigate**



YOUR BRAIN FILTERS

WE DO NOT SEE
THINGS AS THEY
ARE, WE SEE THEM
AS WE ARE.
-ANNAIS NIN





INTJ

Baby
Boomer

White
Male

WHAT HAPPENS WHEN WE
'UNBOX' EACH OTHER...



AND THOSE WE DON'T SHARE
ANYTHING WITH.

LOSE THE LABELS



PEOPLE DON'T BELONG IN BOXES

**MEET PEOPLE
WHERE THEY
ARE, NOT
WHERE YOU
WOULD LIKE
THEM TO BE**

MADE WITH SPOKEN.LY











“An Introduction to Transgender People”
produced by National Center for Transgender Equality



A close-up photograph of a hammer head, showing its metal face and wooden handle, positioned as if about to strike a wooden block. The hammer is angled from the top right towards the center. Below the hammer, a pile of wood shavings is scattered on a dark surface. The background is a dark, solid color.

If you don't
see yourself, you can't
understand your impact on others.







What are
you going
to take
with you
from
today?

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**Thank
You!!!**

www.thebodytransformation.com