

Your Bias is Showing...



A dive into bias and how it affects your work.
Presented by Ashlei Spivey of Ay Spivey

Hello
my name is

Name

**Pronouns [She, Hers] [Him, His]
[They, Them] [Name]**

Favorite Food

Our Work

- Build common definitions around diversity, equity and inclusion (DEI) frameworks.
- Build a common understanding of stereotypes & how they perpetuate bias.
- Understand your worldview and what influences it.

Mindfulness

- Be Human | Be Vulnerable
- Listen Deeply
- Practice Being Present
- Step Up & Step Back
- Create a Safe & Brave Space
- Be Intentional | **Be Uncomfortable**

Self Reflect

Journal:

- What do you want to learn today?
- What are the unknowns you want to explore?
- What do you have confidence in as it relates to this work?

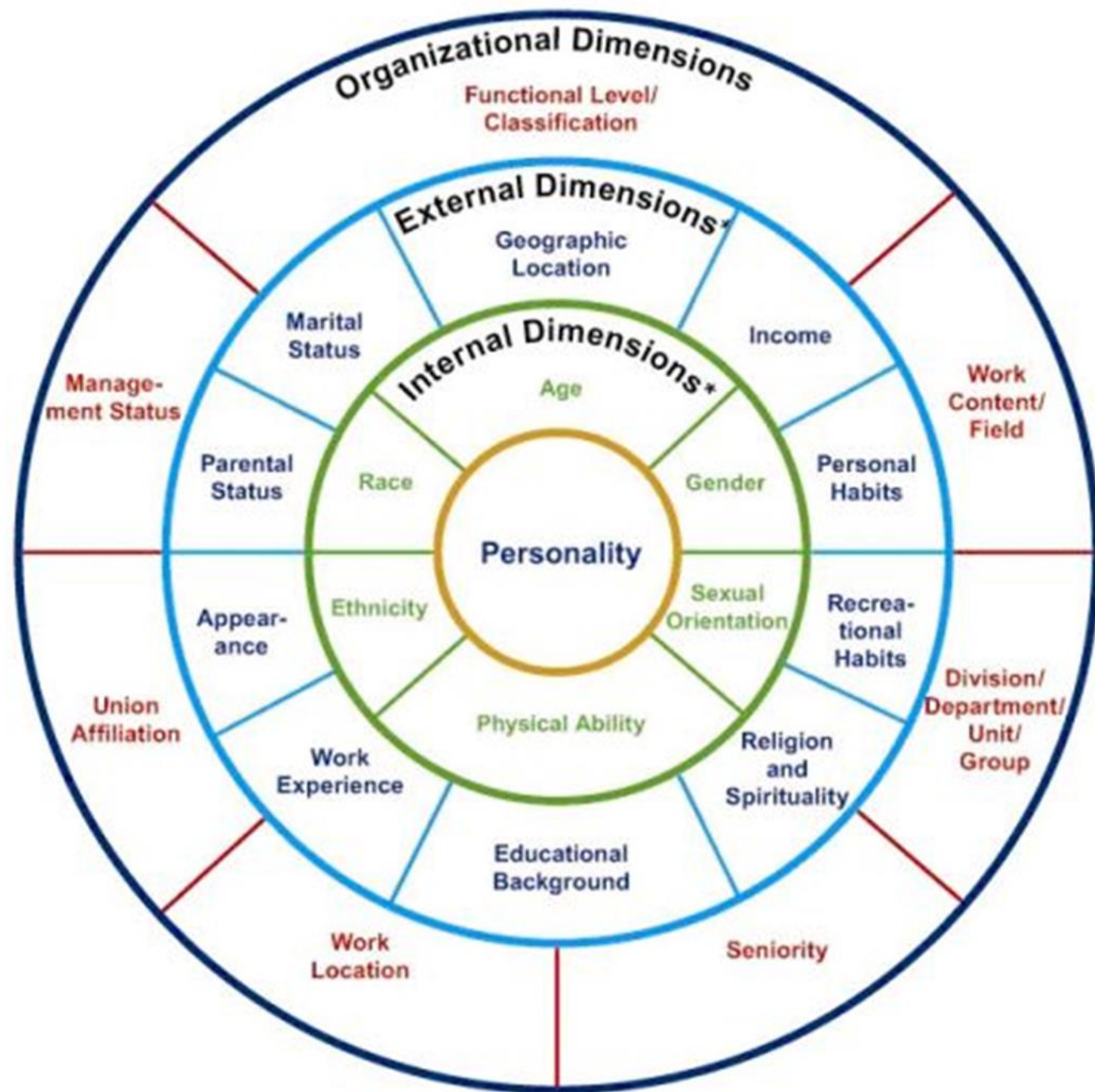


Diversity, Equity & Inclusion are not
about compliance and quotas.



Diversity

the differences and experiences
each individual brings to the
collective culture or space.





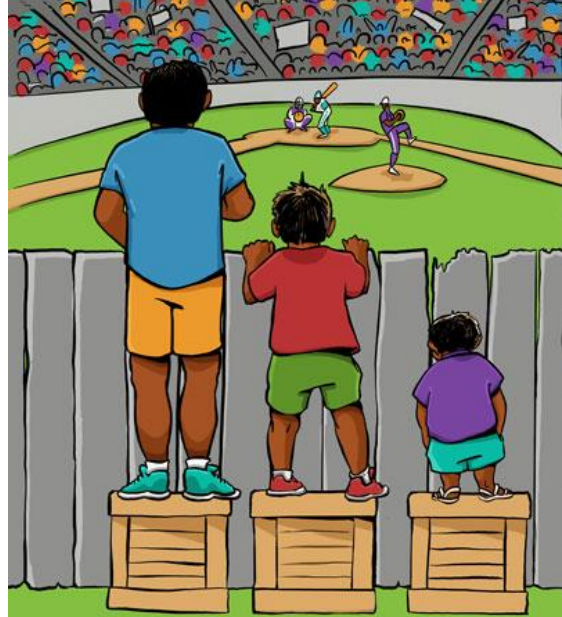
Inclusion

valuing, respecting and including
the unique differences each
individual adds to a space.



Equity

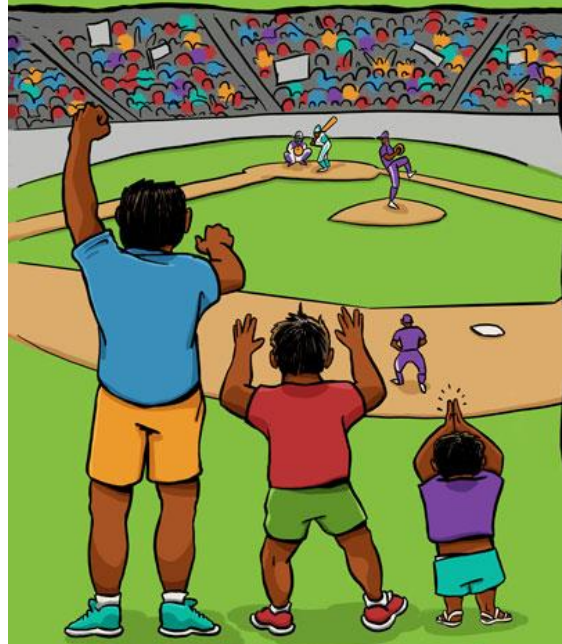
recognizing that different groups and people have varying levels of access, power and opportunity based on their identities; this is the action of recalibration.



EQUALITY



EQUITY




LIBERATION

YOUR IDEA HERE



Identity: Fact & State of Being.

Culture: Shared Norms &
Values.



Resumes with “white-sounding” names receive 50% more callbacks than those with “black-sounding” names.

Source: The National Bureau of Economic Research.

Unconscious Bias

Thoughts and behaviors that result from deeply rooted beliefs formed early in childhood that are continuously learned and adopted as a way of engaging the world and people.



Black Man

Young
Professional

Hispanic
Woman

Lesbian

Asian
Woman

White Man

Immigrant

Trans Person

Discussion

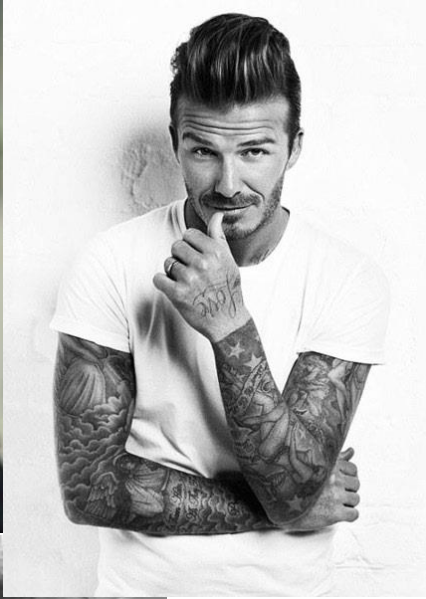
- How were you able to come up with these stereotypes? What influenced that narrative?
- How do these stereotypes affect your thoughts & behavior towards people that you think fit into these boxes? Give examples.
- How do these stereotypes show up in your work? System and individual levels?




Take some time and think about a time where your behaviors were influenced by bias-write it down.


The brain makes generalizations and assumptions based on past experience







The FIRST thought you are
not responsible for, but
you ARE responsible for the
SECOND thought and your
FIRST action.



Unconscious Bias is a blind spot that requires a shift on how we think about other people that we perceive different. It is a belief or attitude in our heads.



Start with You

Maintain self-awareness

Create Authentic Interactions

Focus on System Change

Bring voices to the table

Ongoing Journey

Remove the binary-be real



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