



# DIVERSITY, EQUITY, AND INCLUSION

## Implicit Bias

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### SHARED LANGUAGE

**Identity:** The collective aspect of the set of characteristics by which a person is definitively recognized or known. The set of behavioral or personal characteristics by which an individual is recognizable as a member of a group.

**Bias:** A bias is a preference for or prejudice against a person or group of people.

**Prejudice:** A judgment or belief that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.

**Inclusion:** Creating an environment of open participation from all individuals with different ideas and perspectives where everyone feels they have a voice, are valued, and feel validated.

**Belonging:** Desire to form and maintain at least a minimum quantity of lasting, positive, and significant interpersonal relationships where one can be authentic and a part of something bigger than themselves.

**Stereotype:** A widely held but fixed and oversimplified image or idea of a particular group of people, or culture.

### THE RECAP

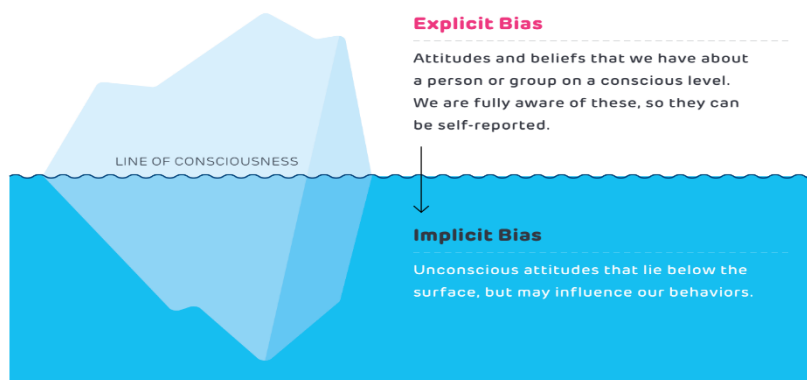
*Recognizing that you may have viewed The Basics – Identity Exploration and Power & Privilege a while ago, you will find a high-level overview for reference.*

#### IDENTITY EXPLORATION

- Personal vs. social
- Social construct
- Intersectionality
- Dominant and minoritized groups
- Valuing humanity & sense of belonging
- Tokenization
- Intersection of identity and recruitment

#### POWER & PRIVILEGE

- The origins of power and privilege
- Power, privilege, and influence in sorority and fraternity
- Pyramid of hate
- Relationship between power and privilege and inclusion
- Equitable practices



### EXPLORING BIAS

Notes:

## WHEN & HOW IMPLICIT BIAS EMERGES

- Conversations with PNMs
- Virtual Space Access to their Environment
- Matching for Conversations
- Selection Process
- Pairings for Bid Day and/or Big/Littles

## HOW TO UNLEARN

- Awareness
- Acknowledgement
- Exploration
- Commitment
- Ongoing Effort

## SCENARIOS FOR EXPLORATION

### #1: Conversation Bias

A PNM and a chapter member are chatting during the first round of recruitment. There's an end to the previous response, and the chapter member asks, "Where's your favorite place to vacation?"

### #2: Virtual Space Bias

A chapter member is watching a PNM's pre-recorded video and begins to focus in on the background of their video. The chapter member writes in their comments the following, "Her background was really boring and plain. She didn't seem fun."

### #3: Matching Bias

The matching committee comes across a PNM who they don't know much about and many of the members don't really recall. They realize from their social media that they appear to be Asian. They go ahead and decide to match the PNM with their Asian sister, Sally, for the next round of recruitment.

### #4: Selection Process Bias

During the selection process, a PNM is being discussed, and several members are gushing over her. They think she's great and has so much potential. Another member chimes in and says, "She's a junior. I don't know how she's going to get along with her new member class if they're all freshmen. Honestly, how much will she be able to contribute if she's only going to be in the chapter for two years?"

**BASED UPON YOUR ASSIGNED SCENARIO, ANSWER THE QUESTIONS BELOW.**

What is the issue?

How do you address it?

What do you do to prevent it moving forward?

## INTERRUPTING STRATEGIES & TACTICS

- Actively listen
- Give grace
- Don't just tell them they're wrong or you can't say that
- Don't give them all the answers
- "I'm really happy you're comfortable enough around me, and \_\_\_ bothers me because..."
- Ask questions, get to the root, and then deconstruct
  - "What do you mean?"; "Tell me more"
  - "What is influencing that thought/feeling?"
- "It seems like that really upsets you."
- Yes, And

## FINAL THOUGHTS