

Zoom in –
Tues, Nov. 14 at Noon

12 | Welcome
12:05 | Topic Overview
12:25 | Video
12:35 | Full Conversation
&/or Breakout Groups



Implicit Bias -- How It Effects Us & How We Push Through

Melanie Funchess | TEDxFlourCity



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THANKS TO OUR PROMO PARTNERS



- Please be respectful to all.
- Some may never have dealt with these topics before while others may have lived through traumatic experiences.
- Unmute yourself + turn on your video to encourage open dialogue.
- Mute yourself during the video streaming.
- Raise your hand or use the chat room to make a comment or pose a question.
- Tackle problems, not people.
- Discuss the undiscussable.



DEFINING KEY TERMS

- **Implicit Bias**

- Implicit (unconscious) biases are “**attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.**”
- This means we are **not even aware** that they are occurring.
- These biases are prevalent and permeate society at all levels.
- Biases impact diversity efforts, recruiting, and retention, and unknowingly form a group’s culture.

- **Cognitive Bias**

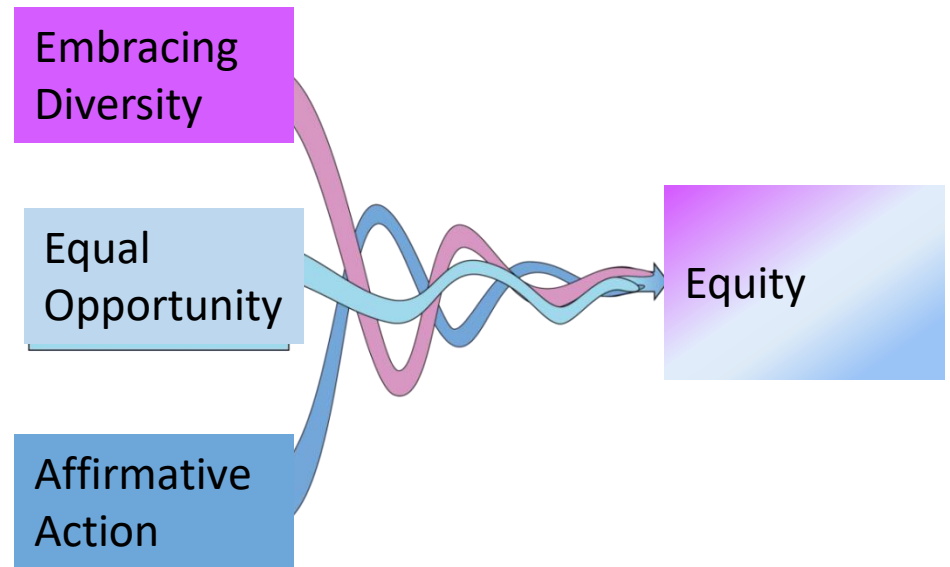
There are more than 150 cognitive biases. A few that have direct impacts within the workplace:

- **Affinity bias.** It seems to be human nature to **gravitate towards individuals who look like us.** Therefore, many prefer people who look like themselves.
- **Halo effect.** The tendency to think **everything about a person is good** because you **like** that person.
- **Perception bias.** The tendency to form **stereotypes and assumptions** about certain groups that make it impossible to make an objective judgement about members of those groups.
- **Confirmation bias.** The tendency for people to **seek information that confirms pre-existing** beliefs or assumptions.
- **Group think.** This bias occurs when people try too hard to fit into a particular group by **mimicking** others or **holding back** thoughts and opinions. This causes them to lose part of their own identities and causes groups to lose out on creativity and innovation.

AFFIRMATIVE ACTION VS. EQUAL OPPORTUNITY

Equal Opportunity is giving everyone the same opportunity to be successful. It ensures that anyone qualified has an equal chance regardless of race, sexuality, or gender.

Affirmative Action is implementing strategies to support those who have been deprived of opportunities--making an extra effort to recruit people who have been discriminated against in the past.





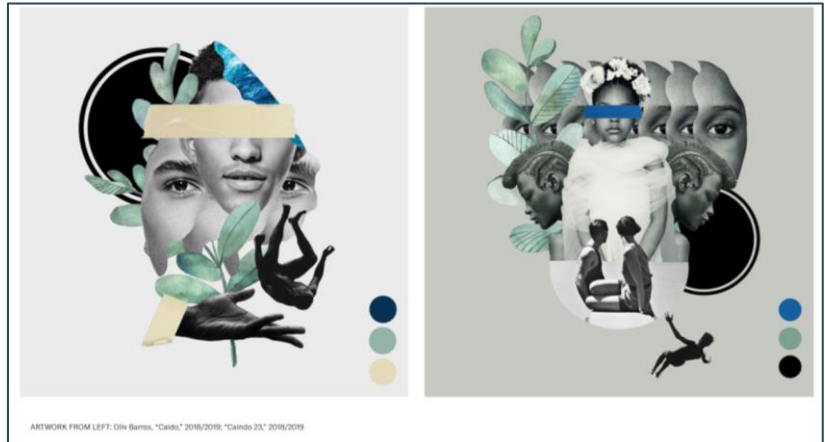
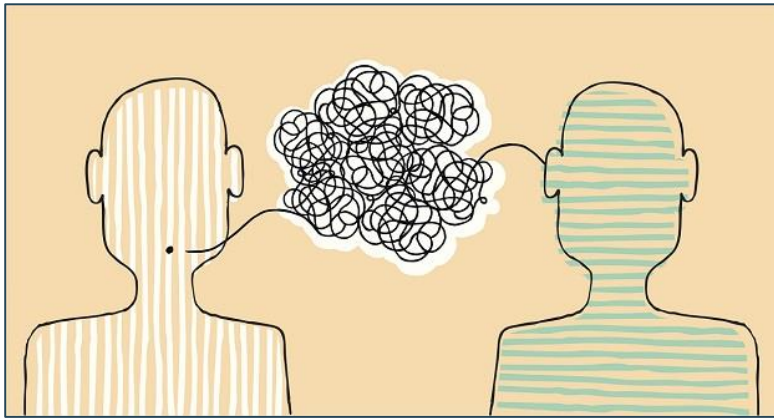
- **60%** of employed Americans have **experienced or witnessed discrimination** on the grounds of age, race, gender, or LGBT identity.
- **42%** of Americans have been a **victim or a witness of racism at work.**
- **66%** of African-Americans believe that they **work for a company where racism prevails.**

<https://thehighcourt.co/employment-discrimination-statistics/>

<https://www.eeoc.gov/newsroom/eeoc-releases-fiscal-year-2020-enforcement-and-litigation-data>

Code-switching involves adjusting one's style of speech, appearance, behavior, and expression in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and opportunities.

Code-switching comes at a great cost, individually and to society.



<https://hbr.org/2019/11/the-costs-of-codeswitching>



Implicit Bias -- How It Effects Us & How We Push Through Melanie Funchess | TEDxFlourCity

- Melanie Funchess is a founding member of the Coalition for the Beloved Community.
- The Coalition’s mission is to serve as a **“movement to build a culture of peace; grounded in dignity and fed by hope”**.
- She is a devoted wife and mother of four children, three of whom experience mental/emotional challenges.
- Her mission is to use her knowledge of systems and communities to **create opportunities for youth and families to be empowered and successful**.
- She aims to **break down the walls** that separate us and **build bridges to unite us** as one community where every child is our own, we have front porch neighborhoods, and we use language that respects everyone.



Brief Intros

- Who are you? What brought you to today's Community Conversation?
- What did you want to learn? What have you learned?

Discussion Questions

- What do you do when you **feel uncomfortable or penalized** because of someone else's unconscious bias?
- What can we do to **address & minimize implicit bias**?
- What can we as a community do to live up to the Preamble of the Declaration of Independence: *"We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness."*



Debbie Bookman
Chester County Prothonotary



Mayra Castillo
Coordinator of Program Activities
PA Migrant Education Program, CCIU



Leigh Jackson
Director
Accessibility & EDI Programming
People's Light

Spread the Word

Community Conversations

Zoom in at noon – 2nd Tues monthly - free

DATE	TOPIC	TITLE	SPEAKER
10/10/2023	Income Inequity	<u>Income Inequity: Building Bridges To Get Out of Poverty in America</u>	<u>The Economist</u>
11/14/2023	Diversity	<u>Implicit Bias--How It Effects Us & How We Push Through</u>	Melanie Funchess TEDx Flour City
1/9/2024	Equity & Education	<u>The Consciousness Gap in Education - An Equity Imperative</u>	Dorinda Carter Andrews TEDxLansingED
2/13/2024	Black History	<u>The Mission to Safe Guard Black History in the US</u>	Julieanna L. Richardson, Founder The HistoryMakers
3/12/2024	Nutrition, Health & Wellness	<u>What We Get Wrong When We Think About Food Insecurity</u>	Leslie Campbell TEDxYouth@PCI
4/9/2024	Latinos & Race	<u>A Conversation With Latinos on Race</u>	<u>The New York Times</u>
5/14/2024	Get Out The Vote ChesCo	<u>https://www.youtube.com/watch?v=5bB-J4sxLEo</u> <u>https://www.youtube.com/watch?v=hw7MOGISE-Q</u>	
6/11/2024	Juneteenth	<u>The Truth About Juneteenth</u>	Daniel Middleton for Unique Coloring/Black History Explainer

