

# Confronting Implicit Bias *in Society and Ourselves*

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*Director of Opportunity, Access, and Inclusion  
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**Role of Bias in Education Disparities:**  
**October 5th, 12th, 19th, and 26th, 2022**



# Disclaimer and Funding Statement

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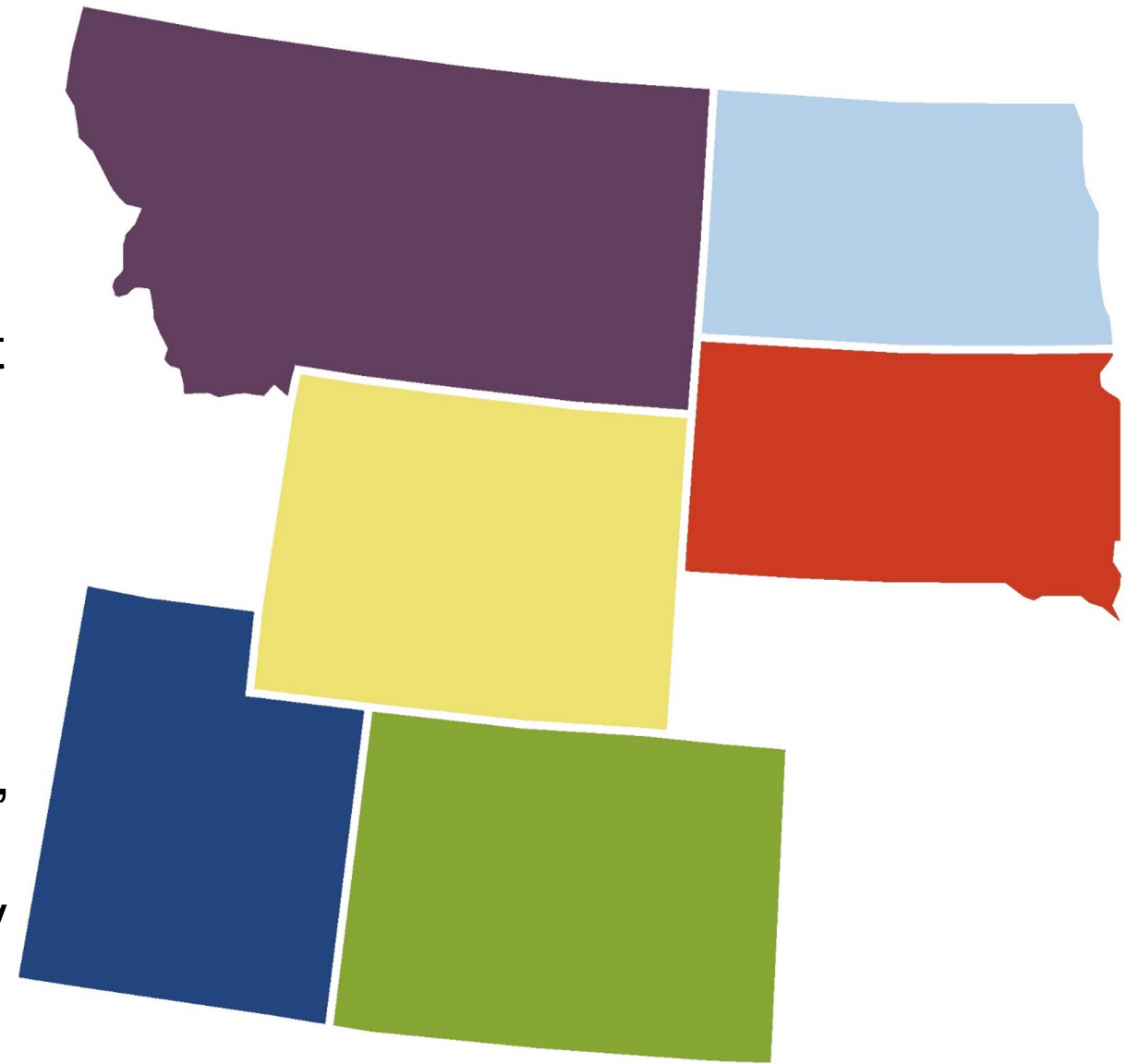
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# The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



# Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED  
AND HOPEFUL

INCLUSIVE AND  
ACCEPTING OF  
DIVERSE CULTURES,  
GENDERS,  
PERSPECTIVES,  
AND EXPERIENCES

HEALING-CENTERED AND  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS

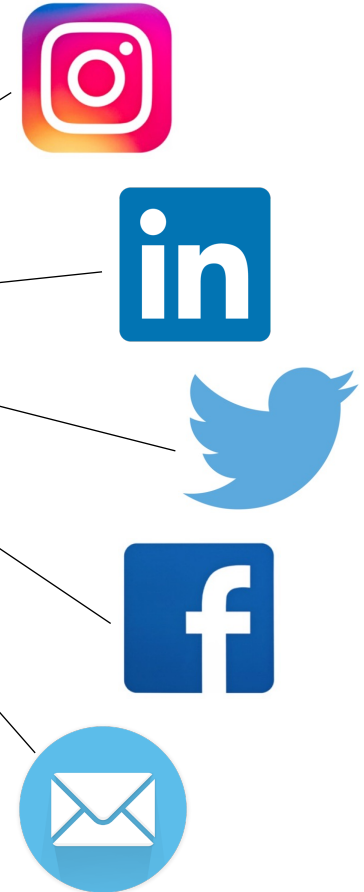
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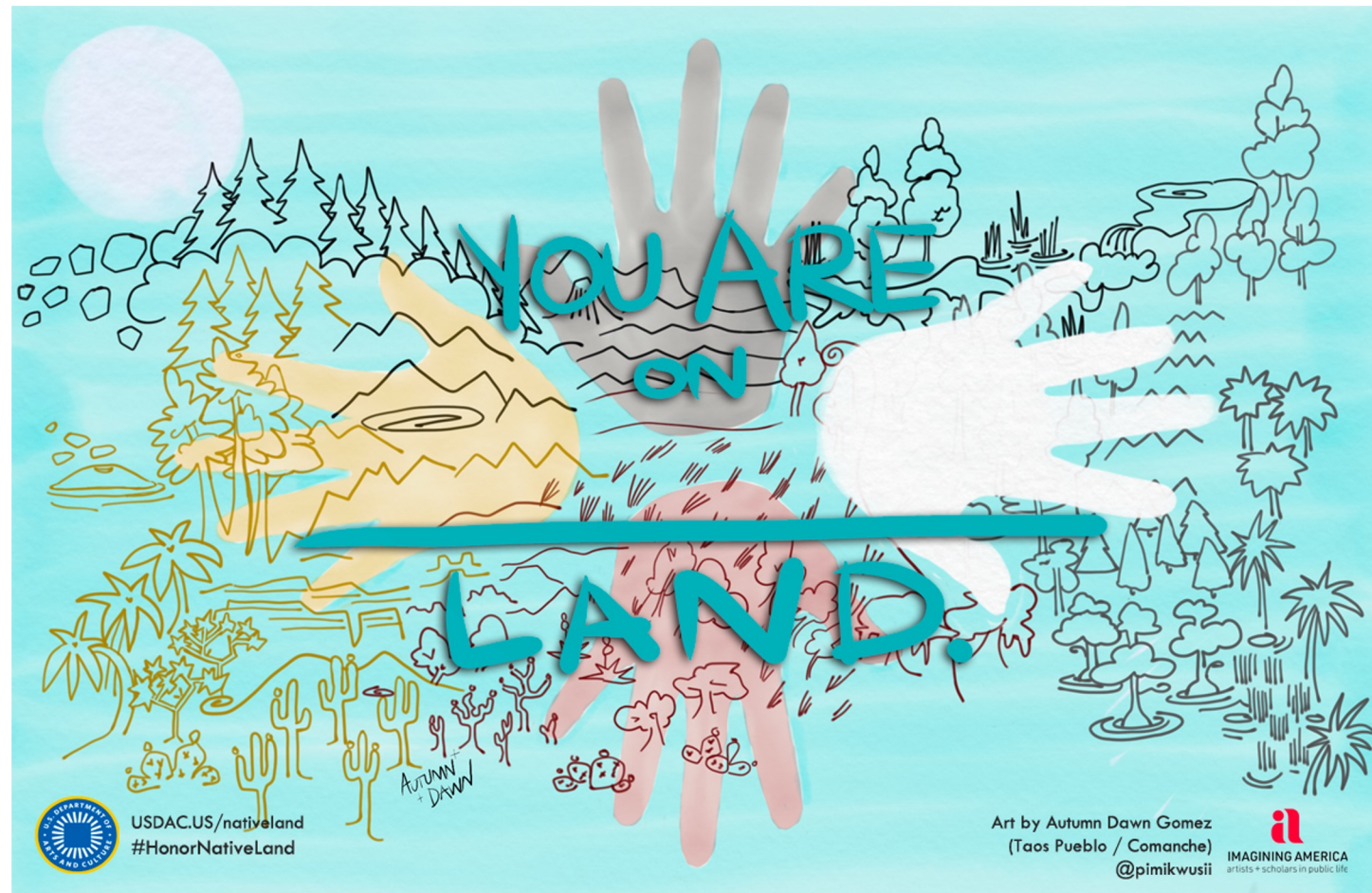
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[Part 3] October 19, 2022



# A Brave Community



*one of the most vital ways we  
sustain ourselves is by building  
communities of resistance, places  
where we know we are not alone*

bell hooks

<https://native-land.ca/>

# Norms for Courageous Conversations

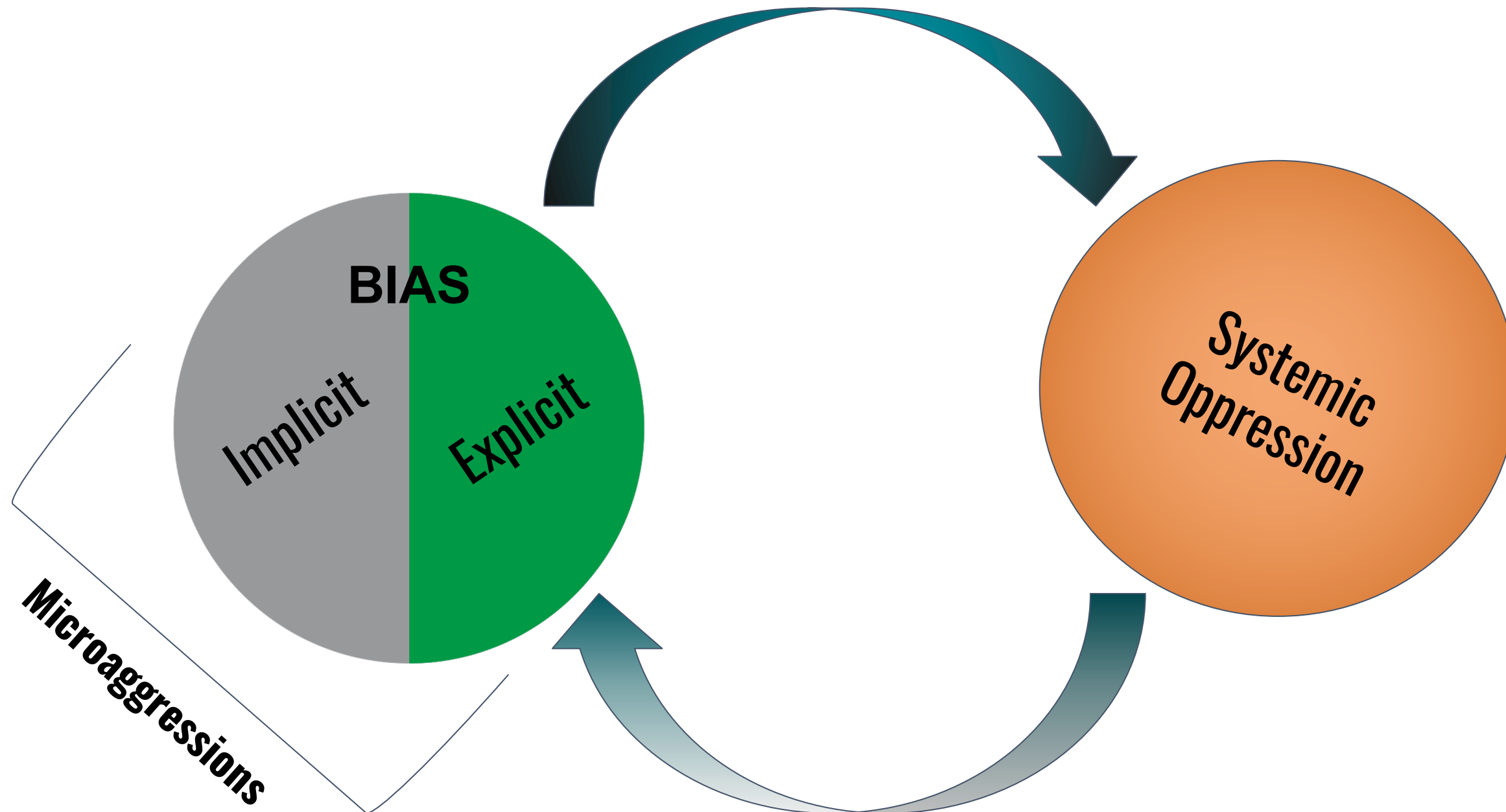
Stay engaged  
Speak your truth  
Experience discomfort  
Expect/Accept non-closure  
Listen for understanding



# THE WHERE ARE YOU FROM? GAME



# Implicit vs. Explicit Bias




# Microaggressions

Everyday slights, indignities and put-downs towards marginalized people from well-intentioned people who are often unaware of what they've done.

*Derald W. Sue*

# Types of ~~Micro~~aggressions

- **Microassaults**- “overt discrimination” that can be verbal, behavioral, or environmental. Are conscious and intentional.  
 NOT a “microaggression”
- **Microinsults**- comments or actions that often communicate an insensitivity or disregard for a person’s identity or heritage.
- **Microinvalidations**- comments or actions that ignore or dismiss the thoughts, feelings, or experiences of a member of an underrepresented community.

# THE LOOK

A story about bias in America.



ods of brands



# Inclusive Language Guiding Questions

Is it necessary to refer to personal characteristics?

Are references to group characteristics inclusive terms?

Do the references to people reflect the diversity of the intended audience?

Could the use of jargon or acronyms exclude anyone?



# Take Action: Speak Up, Call In



- In my experience...
- As an individual who identifies as...
- Could we have an open and honest conversation about...?
- It's important to me that we discuss...
- I have a different perspective. May I share it with you?
- Can you tell me why you feel that way?
- When I saw/heard ... I felt ...
- Let's take a moment to consider how ... might

# Take Action: Model Humility

## Boots and Sandals

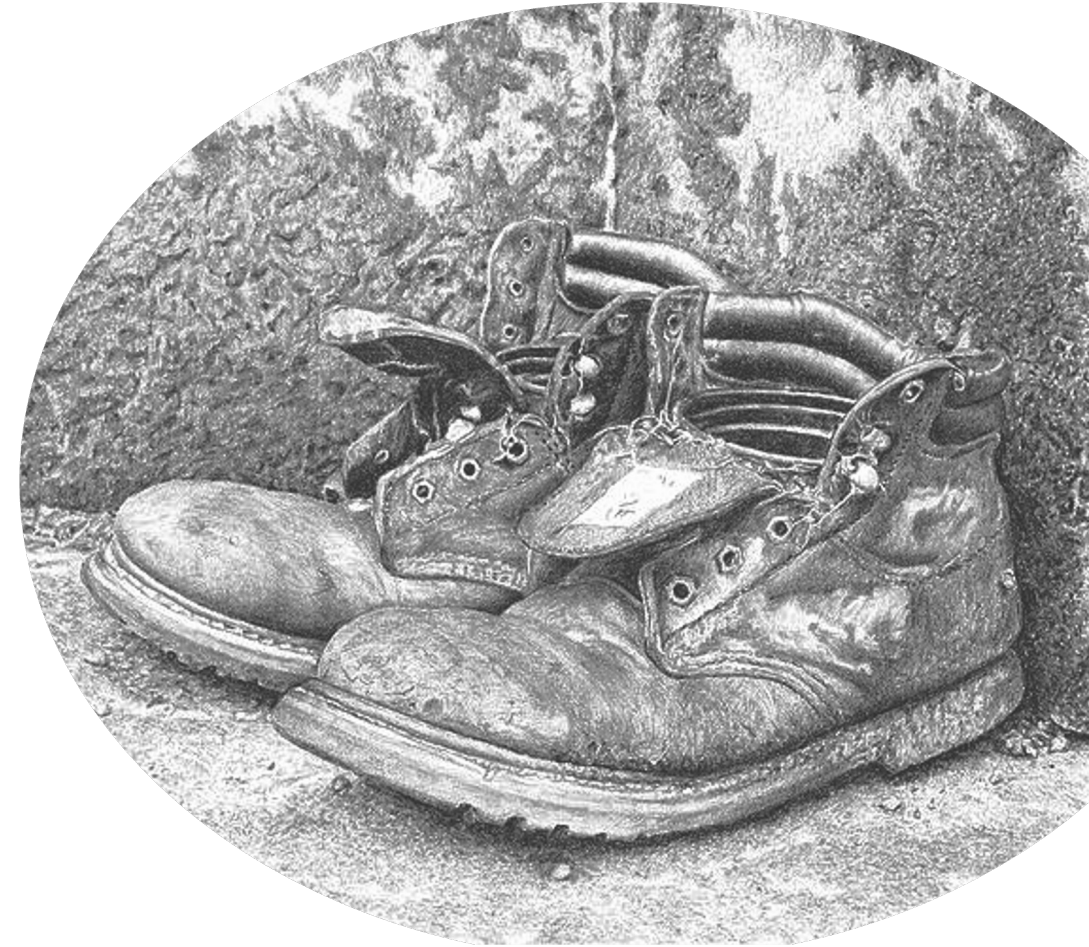
### **Reframe to avoid defensiveness:**

Gratitude for opportunity to learn

Let go of Ego

Pause and reflect

Not about changing the other person



**"Do the best you can until you know better. Then when you know better, do better." Maya Angelou.**

# Boots and Sandals:

## Hurtful Responses



**Centering yourself**

**Denial of others' lived experiences**

**Derailing**

**Refusal to center the impacted**

**Tone policing**

**Denial that the problem is fixable**

**Victim blaming**

**Withdrawing**

# Boots and Sandals:

## Responses that Foster Belonging

<b>Center the impacted</b>	“Are you okay?”
<b>Apologize for the impact, even though you didn’t intend it</b>	“I’m sorry!”
<b>Listen to their response and learn. (Recognize)</b>	“Thanks for letting me know,” and take some time to think about the situation and educate yourself
<b>Stop the instance (Respond)</b>	Stop doing the thing that is harming someone else, and don’t engage in the same behavior again.
<b>Stop the pattern (Redress)</b>	Be aware, and be careful of where (and upon whom) you step on in the future.
<b>Develop ways to mitigate future issues (Sustain)</b>	Consider how you can create and continue practices to avoid future harmful incidents

# Indignity and Exclusion

RUTGERS  
Tyler Clementi Center

## M I C R O A G G R E S S I O N S I N E V E R Y D A Y L I F E



# Language of Dignity Culture of Belonging



## Application:

In small groups, discuss your response to the microaggression you chose. Use this as a brave space to practice how you might respond in real life.

**Use today's resources.**

# Evaluation Information

The MHTTC is funded through SAMHSA to provide this training. As part of receiving this funding we are required to submit data related to the quality of this event.

At the end of today's training please take a moment to complete a **brief** survey about today's training.



<https://ttc-gpra.org/P?s=753540>

# Questions?

**Want to stay in touch?**



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[Dr. Rana \(Amy\) Razzaque](#)



@ThunderAndRana

# Thank you!

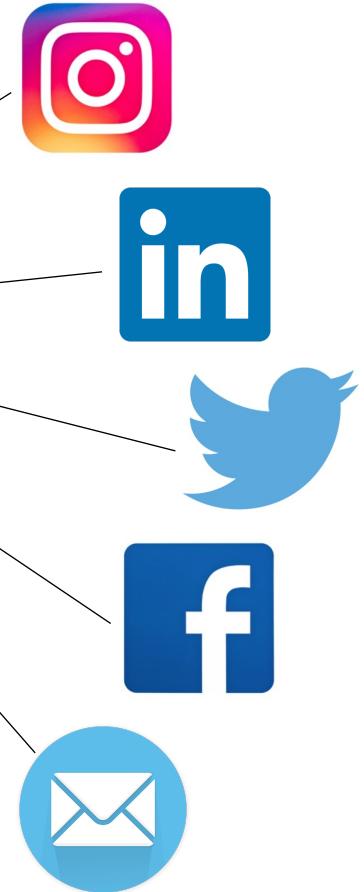
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**THANK YOU!**

