



# UNLOCKING BIAS AND FOSTERING INCLUSION

August 14, 2024

DEATREA S. ROSE

ASSOCIATE VICE-PRESIDENT  
INCLUSION AND BELONGING

PROPERTY OF PITTSBURGH STATE UNIVERSITY

# TRIGGER WARNING/ SAFE SPACE

- **THIS IS A SAFE SPACE.**
- The discussion of diversity, equity and inclusion and its various scenarios can sometimes be triggering especially for those who may have experienced any type of work place discrimination, trauma or mistreatment.
- If you feel triggered, please seek support immediately.
- If you need to excuse yourself from the session, that is understandable and no offense is taken.



# What's our Goal Today?

- We want to engage those who may feel uncomfortable talking.
- We want to sustain the conversation when it gets uncomfortable or diverted.
- We want to deepen the conversation to the point when authentic understanding and meaningful actions occur.

Let's agree that all of us want to improve or we wouldn't have showed up today.

- In spite of our background
  - In spite of our skin color
  - In spite of our history
  - In spite of our socioeconomic status
  - The one thing we can all do is **IMPROVE**.
- Stay engaged
  - Speak your truth
  - If you experience discomfort, step away and get some air
  - Expect and accept non-closure





PROPERTY OF PITTSBURGH STATE UNIVERSITY

# ICE BREAKERS



# Understanding Ourselves and Others

- Break into groups and come up with examples of inclusions.
- What are samples of exclusion?
- What is bias



Corporations  
Race  
Measure  
People  
Decisions  
Beliefs  
Subtle  
Behavior  
Research  
**UNCONSCIOUS**  
Respect  
BIAS  
Unfair  
Stereotypes  
Judgement  
Ethnicity  
Implicit  
Prejudice  
Hidden  
Groups  
Preferences  
Ethnicity  
Social  
Gender  
Reaction  
Cognition  
Respect  
Unfair  
Subconscious  
Beliefs  
Behavior



# BIAS ...

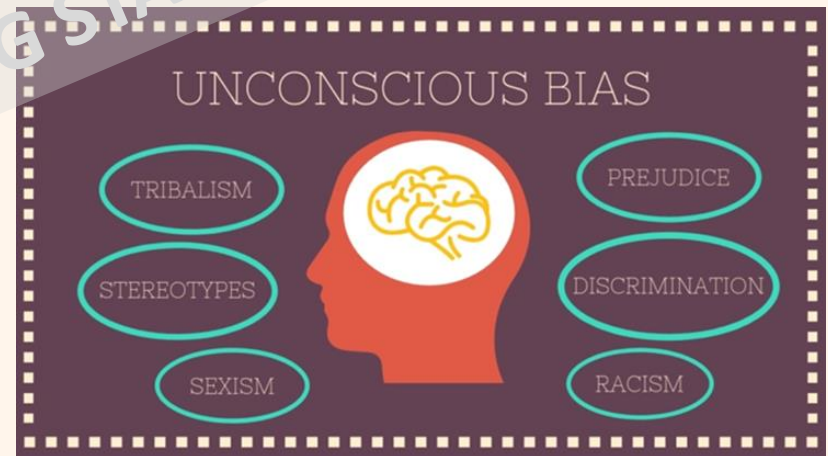
*Is an intentional or unintentional preference for or against a specific group or individual.*

PROPERTY OF PITTSBURGH STATE UNIVERSITY



# Unconscious Bias? What is it?

- Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.



- Unconscious or implicit bias describes associations or attitudes that reflexively alter our perceptions, thereby affecting behavior, interactions, and decision-making.





# TYPES OF UNCONSCIOUS BIAS

- Affinity bias
- Halo effect
- Perception bias
- Confirmation bias



# WHO'S THE SURGEON?

*A father and son are in a car crash and are rushed to the hospital. The father dies. The boy is taken to the operating room and the surgeon says, "I can't operate on this boy, because he's my son."*



**WHAT CAN YOU DO  
TO HELP?**



# How can we combat Unconscious Bias?

- Do your personal work – i.e. Reflect on your own beliefs
- Establish an inclusive environment early.
- Accommodate learning styles and disabilities.
- Make some connections with people who don't look like you.
- When you have privilege, use it to create equity.
- Intentionally and deliberately engage in non bias activities.
- Continue to be lifelong learners and then share what has been learned with others.



Inclusion isn't  
just *inviting*  
someone to sit at  
your table.

@miacarellawriter

It's *believing* they  
belong there.

MIA CARELLA, WRITER



# QUESTIONS?

CONTACT ME: DEATREA ROSE

[drose@pittstate.edu](mailto:drose@pittstate.edu)

620.235.6556

