



## Series on Bias

### KEY COMPONENTS

This series of four sessions will discuss the difficult issue of bias, both implicit and explicit, that can occur inside a community. Participants will learn tools and skills to identify various biases, navigate systemic biases, and work toward improving inclusivity and awareness. Each 60-90 minute session will build on the previous session, developing strategies along the way. By the end of the series, participants will be able to recognize bias within themselves and others while also finding productive ways to hold each other accountable and become more equitable.

#### SESSION 1: HUMANIZING BIAS

- Understand that bias is human and natural; the goal is to recognize, not eliminate it
- Identify how bias manifests in daily interactions and societal norms
- Explore common discriminatory practices affecting diverse identity groups
- Gain practical tools for recognizing and addressing bias in real-life situations

#### SESSION 2: MICRO- & MACRO-AGGRESSIONS

- Understand the difference between microaggressions and macroaggressions
- Explore how microaggressions impact identity groups on a personal level
- Learn how macroaggressions manifest through discriminatory policies and procedures
- Start the conversation on addressing and combating both micro- and macroaggressions

#### SESSION 3: UNPACKING THE IMPACT OF POWER

- Understand that societal opportunities are often unearned and not meant to evoke guilt and/or shame
- Explore the concept of power and the defensiveness it can trigger
- Learn how to use societal power to become an active ally and advocate, rather than an unconscious oppressor

#### SESSION 4: BECOMING ANTI-DISCRIMINATORY

- Reflect on your position within society and understand others' perspectives
- Move beyond discussion to take action toward a more inclusive and equitable society
- Learn how to hold one another accountable for progress in combating discrimination

**Contact us to learn more!**