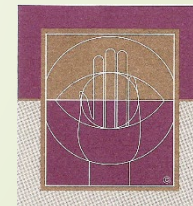




# DEIB WORKSHOP

FACILITATOR: BENITA RODRIGUEZ HORN

April & May 2023





# CITY OF SAMMAMISH 2023 WORK PLAN

- Goal 4 DEIB: Advance diversity, equity, inclusion and belonging in a measurable way throughout the community and in the City government's policies, projects and services.



# TOPICS COVERED IN THIS SESSION

- Gaining an understanding of the historical evolution of institutional racism in the U.S. and its legacy today
- Learning how systems of oppression impact lived experiences and outcomes
- Exploring how implicit bias moves us away from equitable outcomes
- Understanding the importance of using equity tools to shape policy and advance equity

# FRAMING OUR DISCUSSIONS

- Stay engaged (with webcams on as much as possible)
- Listen to understand other points of view
- Assume positive intent, but recognize that intent is often different from impact
- Embrace discomfort (but resist shame!)
- Speak personally, for yourself as an individual
- Share what you learned, leave the stories of others
- Expect and accept non-closure

# ACKNOWLEDGMENT AND GRATITUDE



# ASSUMPTIONS THAT UNDERLIE THIS WORKSHOP

- We live in a highly racialized society – i.e. race matters.
- We're all part of the racism system/picture and are participants, whether we are willing or not.
- None of us asked for this. None of us are responsible for the past; but all of us are responsible for the present and to some extent, the future.
- Even as we talk about equity, racism and other forms of oppression are playing out.

# INTRODUCTIONS

- Name
- One thing that encouraged you to attend this workshop



# RACIAL WEALTH GAP EXPLAINED



Race may be a biological myth, but racism gives different groups vastly different life opportunities.

Over fifty years after the Civil Rights Movement, the playing field is still not level and “colorblind” policies only perpetuate inequality.

<https://www.youtube.com/watch?v=Mqrhn8khGLM>



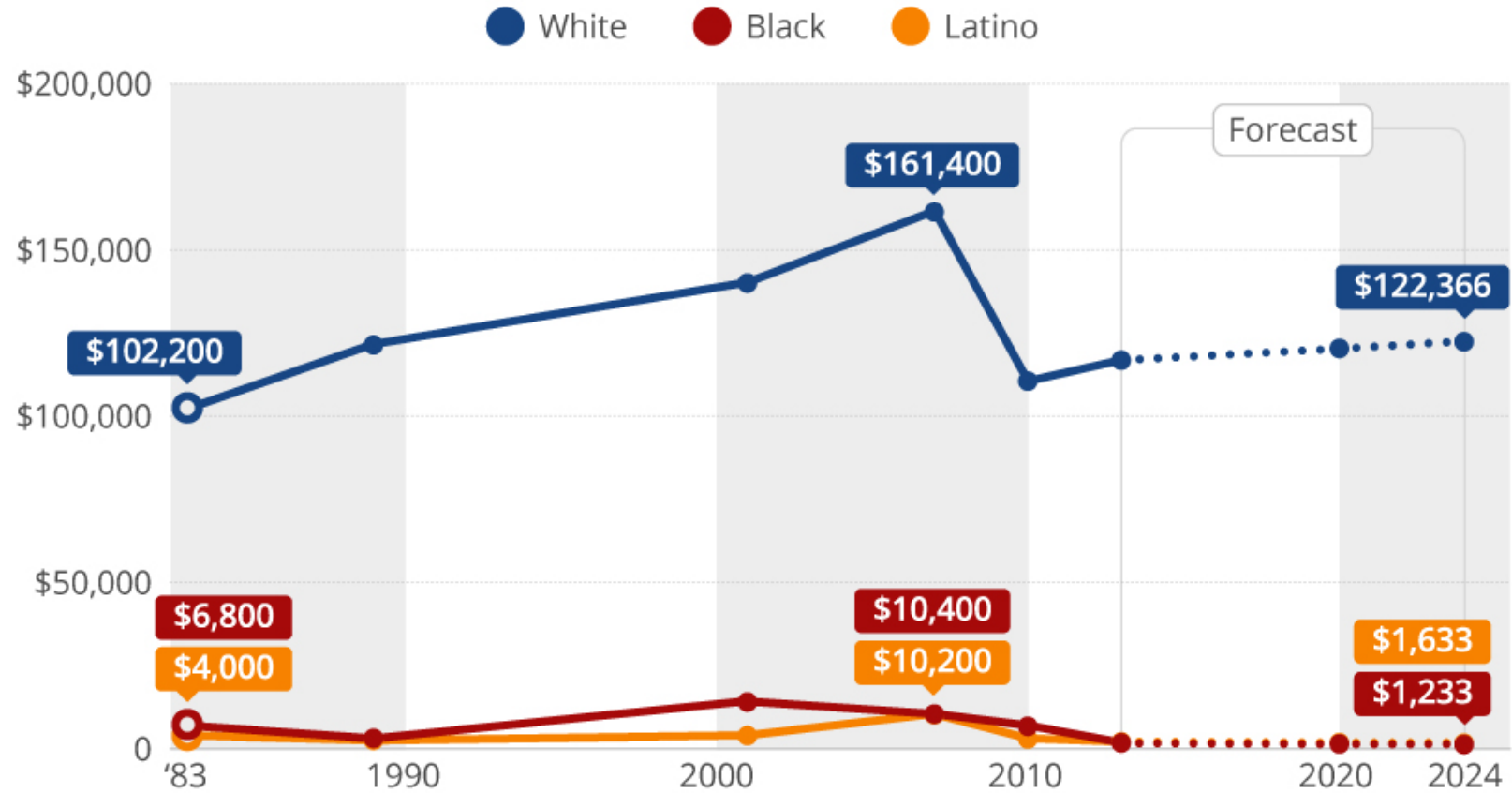


# POST-VIEWING DISCUSSION

- What stood out for you in this video?
- What information was new?
- What information affirmed what you already know?
- What impact do the historical inequities covered in the video have on equitable outcomes in Sammamish today?

# Racial Wealth Inequality Is Rampant In The U.S.

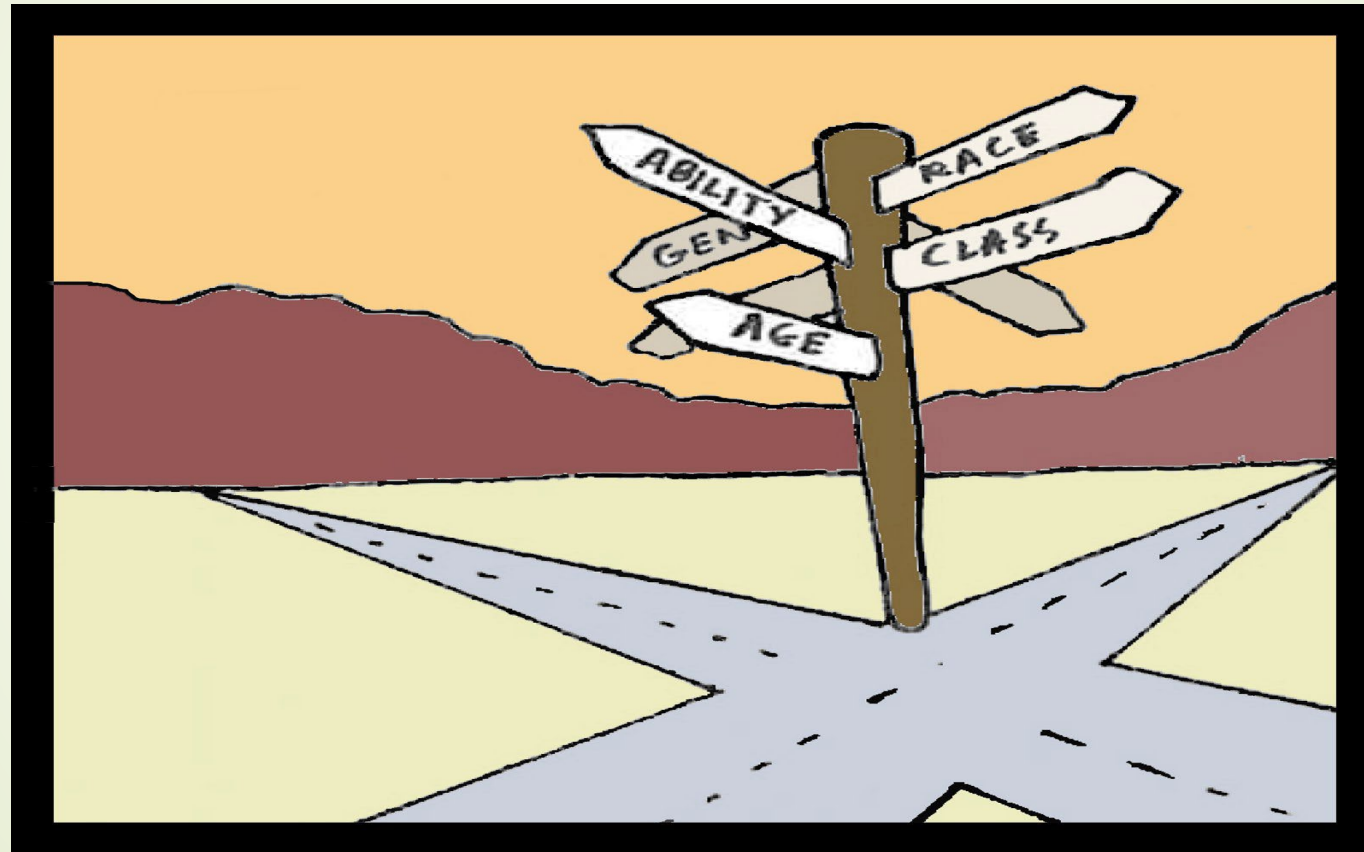
Median household wealth by race/ethnicity in the United States (1983-2024)



@StatistaCharts Source: Prosperity Now & Institute For Policy Studies

statista

# EXPLORING SOCIAL IDENTITY GROUPS AND OPPRESSION



Developed by Benita R. Horn & Associates

# KEY DEFINITIONS

## PREJUDICE

- **Pre-judgment or bias based on a particular identity** (race, gender, class, religion, etc.).

## DISCRIMINATION

- **Prejudice + Action** (when we act on our prejudices). Among other things, the Civil Rights Act of 1964 makes it illegal to discriminate based on race, color, sex, religion or national origin. Any human can discriminate and any human can be the target of discrimination.

## OPPRESSION

- **A system of advantage or disadvantage based on a particular identity.** Only those who DO carry systemic power are part of the oppressor group (i.e. white, non-trans male, able-bodied, Christian, wealthy, straight, etc.) and only those who DO NOT carry systemic power can be targets of oppression (i.e., people of color, female and trans, people with disabilities, non-Christian, poor/working class, LGBTQIA, etc.).

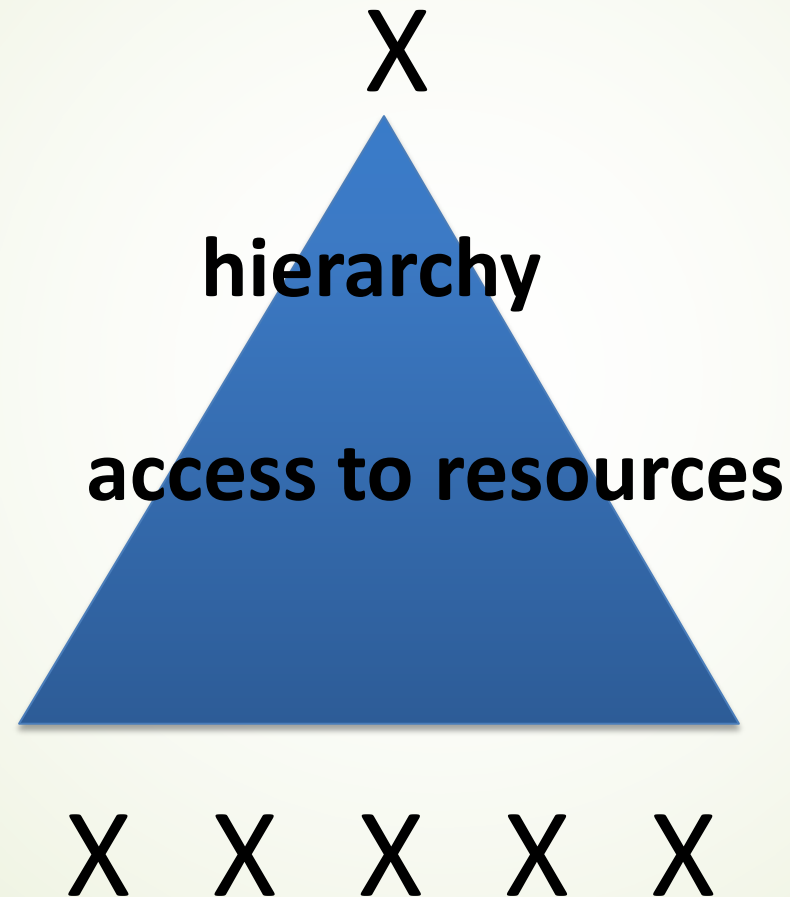


# ELEMENTS OF OPPRESSION

- Agent group – greater access to social power
- Target group – limited or denied access to social power
- Social power – ability to decide for others; access to resources to enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.
- Privilege (Agent group) – unearned access to resources (social power) only available to some people as a result of their social group membership

# THE ESSENCE OF OPPRESSION IS POWER

**who decides**  
who gets what  
or who doesn't  
get what?



© SCOTT WINN, 2016



# EXPLORING OPPRESSION APPLICATION

- ▶ *Instructions:*

- ▶ First, individually complete the worksheet as instructed.

- ▶ Then we will discuss:

- ▶ What you learned from this activity?

- ▶ At what points in life do we move from target to agent groups or vice versa?

- ▶ How does our intersectionality impact life outcomes?

# EXPLORING THE NATURE OF IMPLICIT BIAS






# DEFINITION OF BIAS

- The evaluation of one group and its members relative to another.
- Human beings all carry bias or prejudgment.
- It is only when we act on our biases that we can create negative outcomes for particular individuals or groups.





# EXPLICIT BIAS

Expressed directly

Aware of bias

Operates consciously

Example -- "I trust  
women more than  
men."

# IMPLICIT BIAS

Expressed indirectly

Unaware of bias

Operates un-  
consciously

Example -- sitting further  
away from a man than a  
woman.


Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

<https://implicit.harvard.edu/implicit/takeatest.html>

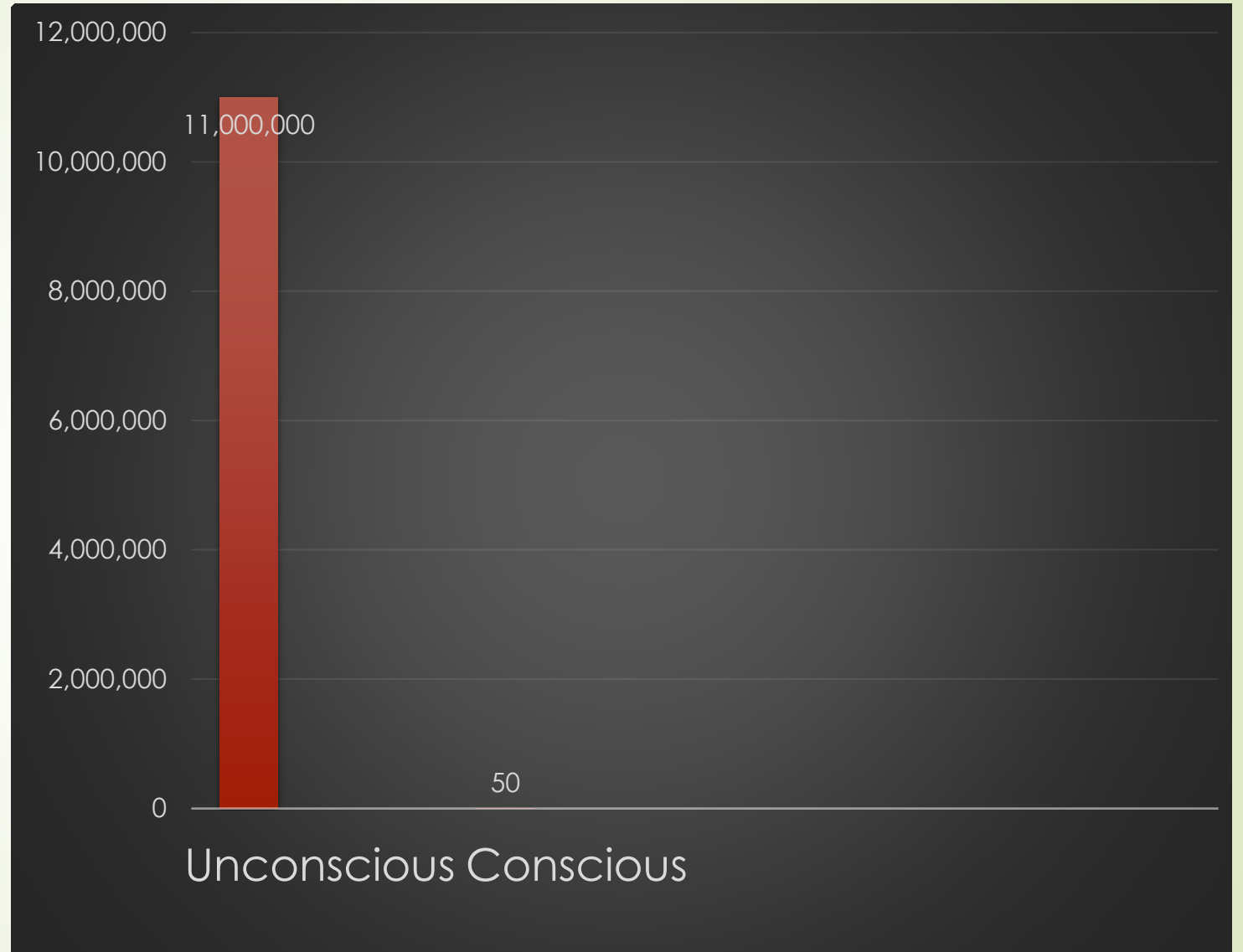
# HOW OUR MIND WORKS

- Only about **2%** of cognition is available to us consciously at any given moment
- We constantly draw on the 98% of our cognition that is unconscious- we fill in the blanks with the millions of pieces not consciously available to us when we perceive the moment we are in.
- We are easily susceptible to being primed- our minds look for short cuts

**We unconsciously think about race even when we do not explicitly discuss it.**



OUR UNCONSCIOUS  
PROCESSES MUCH  
GREATER AMOUNTS  
OF INFORMATION



# IMPACT OF IMPLICIT BIAS



# IMPLICIT BIAS IN HIRING

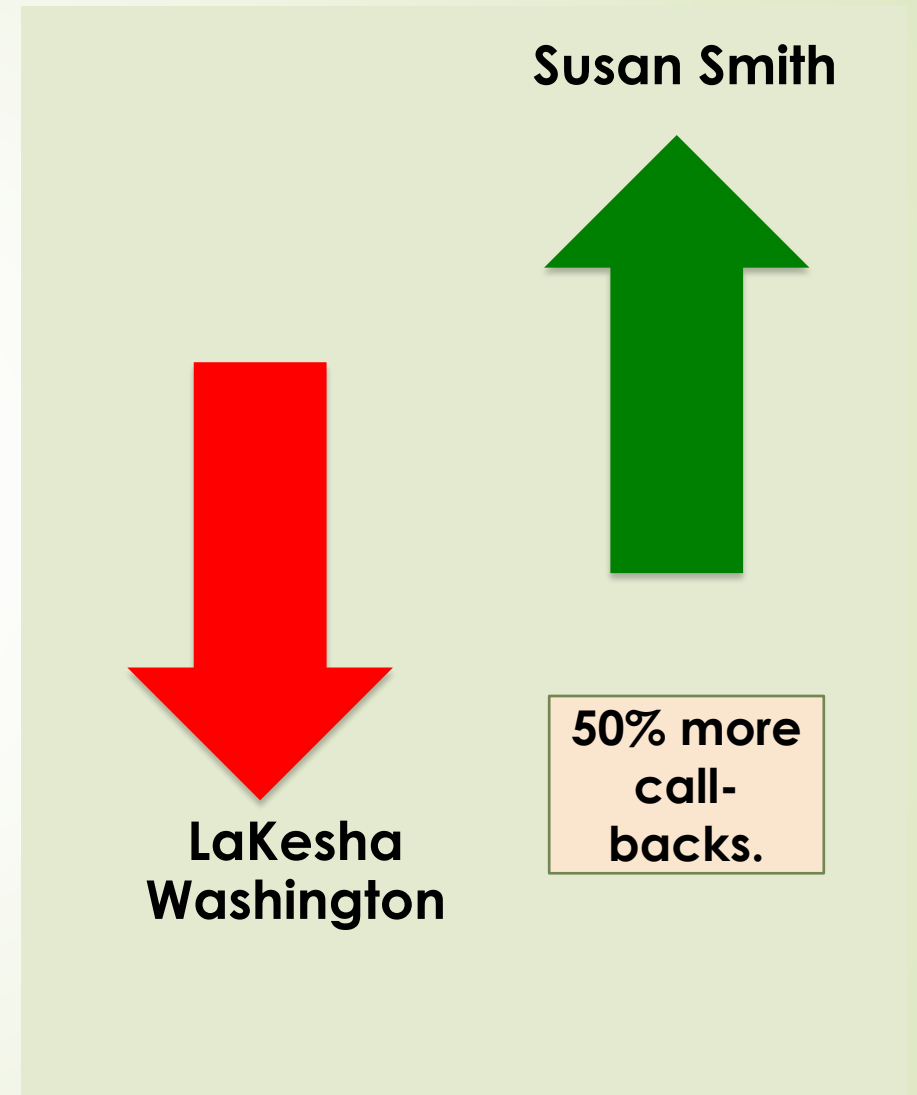
- When musicians were placed behind a screen, the percentage of female new hires for orchestral jobs increased 25% – 46%.



# IMPLICIT BIAS IN HIRING

- Job search – identical resumes, apart from names
- More “white-sounding” names
  - ✓ 50% more callbacks for jobs than “African-American sounding” names.

Developed by Benita R. Horn & Associates



# IMPLICIT BIAS AND SAFETY

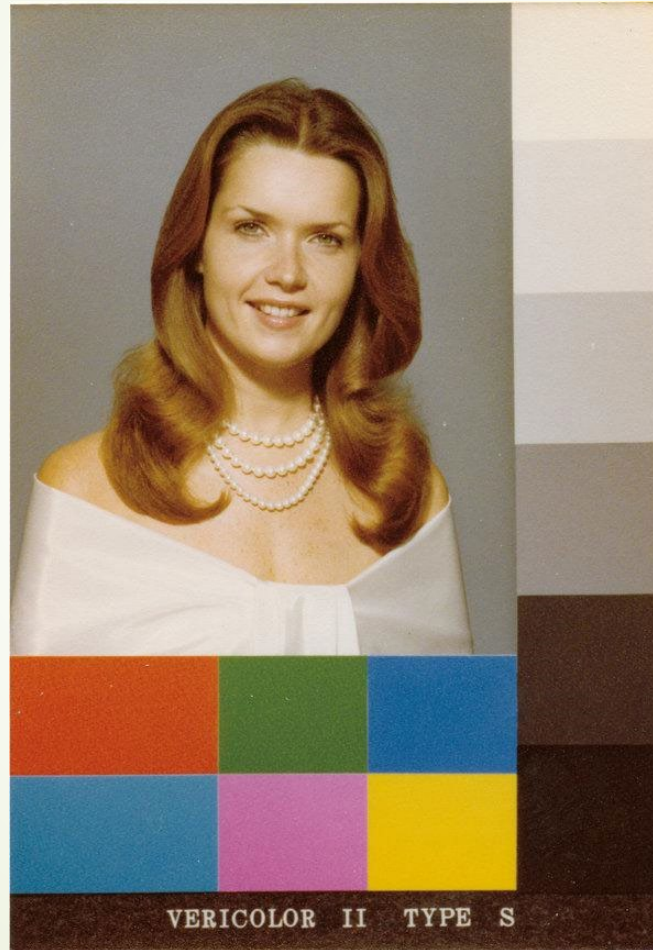


- Researchers analyzed over 6 decades (1950 to 2012) of death rates from U.S. hurricanes and found:
- Feminine-named hurricanes (vs. masculine-named hurricanes) cause significantly more deaths, apparently because they lead to a lower perceived risk and consequently less preparedness.
  - Average deaths for feminine-named hurricanes  
45
  - Average deaths for masculine-named hurricanes  
23

Source: Proceedings of the National Academy of Sciences, June 17, 2014



# IMPACT OF IMPLICIT BIAS



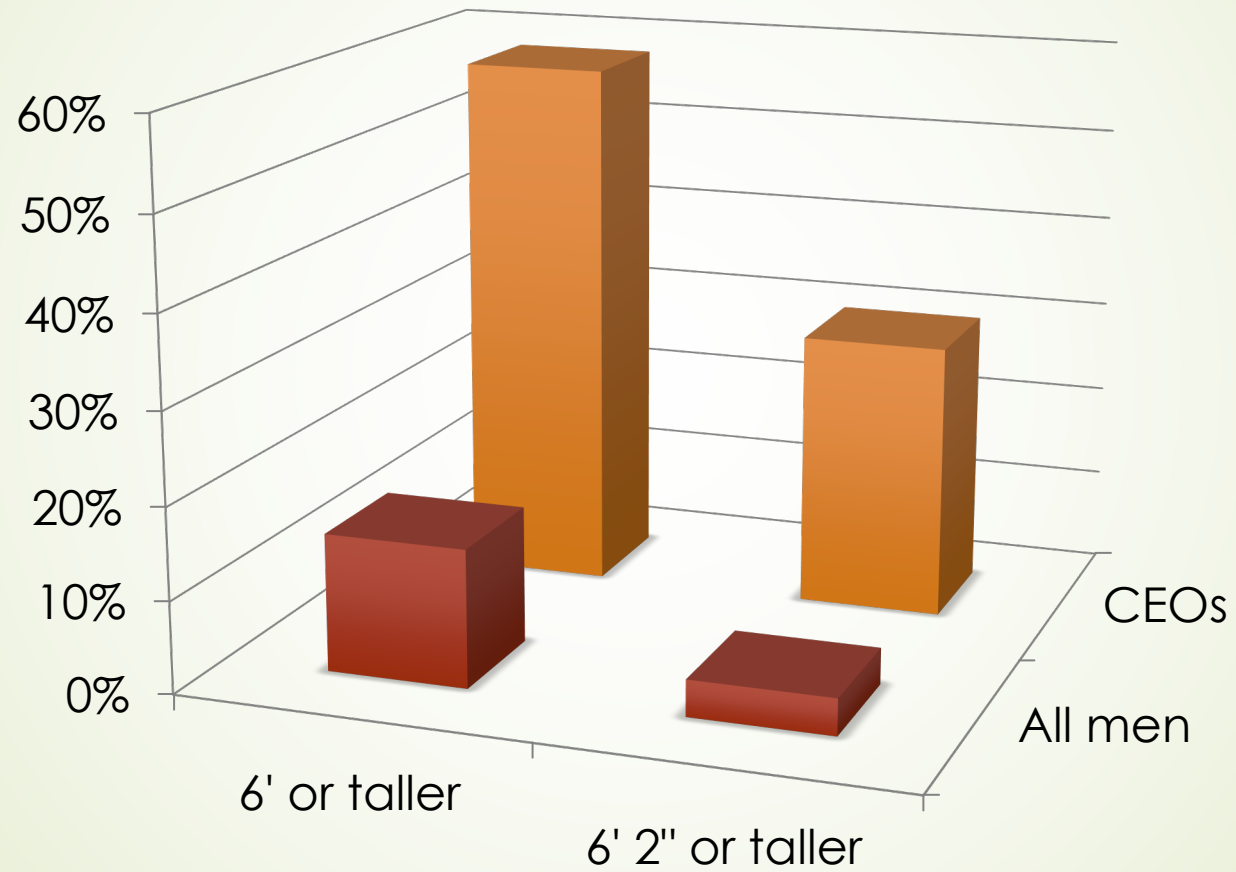
# IMPACT OF IMPLICIT BIAS



A safety poster sent to public pools by the Red Cross in 2014:

- What is the intended message?
- What is the unintended message?

# IMPACT OF IMPLICIT BIAS



# HOW IMPLICIT BIASES ARE HARMFUL



- They influence our perceptions, judgments, decisions, actions and can predict behavior.
- They can lead to discriminatory actions in a wide range of human interactions (education, hiring, service delivery, medical care, finance, housing, criminal justice, etc.)
- They can lead to subtle acts of exclusion. Subtle but offensive comments or actions which are often unintentional reinforce a stereotype when directed at persons based on their membership in a marginalized group.

# WHAT TO DO WITH BIAS?

- Research has proven that suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
- Research has also confirmed that if we openly acknowledge and directly challenge our biases, we can make more progress.



# THE CHALLENGE OF IMPLICIT BIAS

- ▶ How do we openly acknowledge and directly challenge that which is outside of our conscious awareness?





# MEETING THE CHALLENGE

- Actively Seek Feedback
- Raise Your Awareness
- Use Strategies to Address Implicit Bias

# ACTIVELY SEEK FEEDBACK

- Seek feedback from trusted sources, family, friends, community.
- Seek feedback through consulting with people from different backgrounds than yours, ask for feedback from colleagues, supervisors and others regarding past performance.
- Consistently acknowledge and thank people when you receive feedback – keep the channels open.



# RAISE IMPLICIT BIAS TO OUR CONSCIOUS AWARENESS

- ▶ Participate in trainings and other educational programs aimed at raising awareness about implicit biases and their impact.
- ▶ Continuously self-monitor your perceptions, judgments, behavior, decisions, and actions for the influence of implicit biases.
- ▶ Hold yourself responsible for the negative influence that implicit biases have on your perceptions, judgments, behavior, decisions, and actions. Do not dismiss your accountability simply because implicit biases are triggered automatically without our conscious awareness.
- ▶ Take Implicit Association Tests





# USE PROVEN STRATEGIES TO ADDRESS IMPLICIT BIAS

- Stereotype Replacement
- Counter-stereotypic Imaging
- Individuation
- Perspective Taking
- Increasing Opportunities for Contact

# MOVING TO ACTION

- Which of the Strategies for Addressing Implicit Bias are you willing to adopt for the next month to determine if it makes a difference?




# THERE'S HOPE FOR US ALL...

*“Our implicit biases are not permanent. They are malleable and can be changed by devoting **intention**, **attention**, and **time** to developing new associations.”*



Kirwan Institute



# INTRODUCTION TO RACIAL EQUITY IMPACT ASSESSMENTS (REIA)

- A systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision
- Used to eliminate and prevent adverse consequences
- Vital for preventing institutional racism and remedying social injustices



# WHEN ARE THEY USED?

## Examples:

- ✓ Mission, vision, and strategic planning
- ✓ Hiring, promotion, pipeline, and other HR processes
- ✓ Contracting policies and procedures
- ✓ Program development
- ✓ Protocols for community interface
- ✓ Board and staff composition and retention



# WHAT THESE ASSESSMENTS DO

- Proactively seek to eliminate inequities and advance equity
- Prioritize transformational change (decision-making processes) over merely relying on transactional change (products of decisions)
- Center those most impacted by racial inequities in decision-making processes to achieve equity for all.
- Document inequities to establish baseline to measure progress
- Identify clear goals and objectives, measurable racial equity outcomes
- Develop mechanisms for successful implementation

# THE REIA PROCESS







# RACIAL EQUITY MEANS:

- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, we have to:
  - ✓ Set **Universal** strategies for everyone
  - ✓ Set **Target** strategies to focus improvements for those worse off
  - ✓ Move beyond “services” and focus on changing policies, institutions and structures

# REFLECTION



- What can I influence?
- How am I making this a more equitable environment?
- Who is included in this picture and who isn't?
- Who has had opportunities in my environment and who has not?
- What can I do about that?



謝謝您 MAHALO  
Merci Obrigado Danke  
Thank You!  
Grazie DANK U  
どうも有難う Diky  
GRACIAS  
D'akiyem تشكر