

CHEAT SHEET

UNDERSTANDING BIAS CHEAT SHEET

01



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START WITH "WHY":

Why would you like to challenge your bias & create more inclusive habits?

This is your motivation

Who in your life would benefit from you staying accountable to this work?

This is your inspiration

What are assumptions you've recently turned around after being challenged?

This is a reminder to be receptive, not defensive

What helps you stay curious? What holds you back?

ESSENTIAL VIEWING:

The loss of privilege | Thomas Owen | TEDxAuckland

Thomas Owen's research examines what happens to people during the process of privilege loss. The privileges attached to age, race, gender, physical and mental...

<https://www.youtube.com/watch?v=dJepOq6J5kk>



TEDxHampshireCollege - Jay Smooth - How I Learned to Stop Worrying and Love Discussing Race

Jay Smooth is host of New York's longest running hip-hop radio show, the Underground Railroad on WBAI 99.5 FM in NY, and is an acclaimed commentator on politics...

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



Rethinking thinking - Trevor Maber

Every day, we meet people and process our interactions--making inferences and developing beliefs about the world around us. In this lesson, Trevor Maber introduces us to the idea of a 'ladder of inference' and a process for rethinking the way we interact.

<https://ed.ted.com/lessons/rethinking-thinking-trevor-maber>



What is the definition of microaggression?

"Microaggression" is the buzzword of the new school year, but why exactly is it so harmful? Watch our explainer on microaggressions through Hollywood movies....

▶ <https://www.youtube.com/watch?v=bjzWENcW6NQ>



HELPFUL HABITS

- Compassionate listening
- Empathy
- Curiosity

UNHELPFUL HABITS

- Shutting down (yourself & others)
- Defensiveness
- Making assumptions

COMMON BIASES

Performance bias

When you make an assumption about someone's ability to perform based on their gender, race or other aspect of identity.

— "I bet you're a great cook"

We tend to underestimate women's performance, and overestimate men's (VIDEO)
 Performance bias is based on deep rooted—and incorrect—assumptions about women's and men's abilities. We tend to underestimate women's performance, and overestimate men's. This video is part of the 50 Ways to Fight Bias program.
 ▶ <https://leanin.org/education/what-is-performance-bias>

Likeability bias

When how much you like someone is influenced by your expectations of their behaviour based on their identity

— "Gosh, she's such a bitch"

How women walk the line of likeable and competent (VIDEO)
 Likeability bias is rooted in age-old expectations. We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less. This video is part of the 50 Ways to Fight Bias program.
 ▶ <https://leanin.org/education/what-is-likeability-bias>

Affinity bias

'Birds of a feather stick together' We naturally gravitate towards people like us in appearance, beliefs, socioeconomic class...

We tend to gravitate toward, and prefer people like us (VIDEO)
 Because of affinity bias, we often gravitate toward people like ourselves—and may avoid or even dislike people who are different. Affinity bias plays out in several ways in the workplace. Mentor say...
 ▶ <https://leanin.org/education/what-is-affinity-bias>

Attribution bias

When you give someone less credit because you have made assumptions about their abilities based on their identity.

We tend to underestimate women's performance, and overestimate men's (VIDEO)
 We tend to think women are less competent than men, so we are less likely to give them credit for their accomplishments and more likely to ...
 ▶ <https://leanin.org/education/what-is-attribution-bias>

EQUALITY ACT 2010 & PROTECTED CHARACTERISTICS

- | | | |
|------------------------------|---|-----------------------------|
| 1 <u>Age</u> | 4 <u>Marriage and civil partnership</u> | 7 <u>Religion or belief</u> |
| 2 <u>Disability</u> | 5 <u>Pregnancy and maternity</u> | 8 <u>Sex</u> |
| 3 <u>Gender reassignment</u> | 6 <u>Race</u> | 9 <u>Sexual orientation</u> |

UNPACKING PRIVILEGE

- **"Privilege is invisible to those who have it."** - Professor Robert Kimmel
 - This means we can think of our privileges like blind spots: we have to train ourselves to check for them so we don't cause unintended harm.
- We are more likely to have implicit biases against those **who don't** share our privileges:
 - 'I don't know what I don't know'
 - We interpret reality based on the experiences we have had and the evidence we hold
- In terms of social justice and -isms (racism, sexism, ableism, etc) we tend to have privileges where we fall into the dominant (powerful, ruling) groups, based on our protected characteristics e.g. does your race or age or sex represent the dominant groups in your industry, and society? If so, you could be invisible to the advantages this affords you, or the disadvantages you are protected from by virtue of your privilege. (Think of #metoo...)
- The impact of your words and actions matters more than your intent

REFLECTION

If you were accused of being racist, sexist, or classist which trusted friend would you turn to for a sense check? How similar are they to you, when it comes to protected characteristics and other aspects of your identity and background? Do you share the same privileges? Does that mean you both share the same blind spots, too?



Unpacking your privileges

Let's use me as an example. How do I compare, identity-wise, to the dominant groups in the tech industry?

- ✓ **Age:** Most tech workers are under 50
- **Race:** Most tech workers are white
- **Sex:** Most tech workers are male
- ✓ **Disability:** Most tech workers are not people differently abled
- **Religion:** Most tech workers are agnostic or atheist
- **Pregnancy:** Most tech workers are men, have never been & will never be pregnant

It's not only protected characteristics which give us privilege

What else affords you an advantage in your industry or society? Or what aspects of your identity and background have excluded you, or made you feel like an outsider?

"Resist representations in popular culture"

- Bell Hooks

"Pop culture is where the pedagogy is, it's where the learning is"

- Bell Hooks

- The media impacts our interpretation of the world and perpetuates 'the politics of difference'
- The media influences our opinions, actions and behaviours
- To challenge stereotypes and biases and default to a more inclusive lens, we must learn to resist representations, and challenge assumptions

bell hooks: Cultural Criticism & Transformation

<http://www.mediaed.org> bell hooks is one of America's most accessible public intellectuals. In this two-part video, extensively illustrated with many

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



Whose voice is missing? Make a habit of including them

- Make a habit of thinking about whose voice is missing from the decision-making processes you are involved in.
- Hegemony is rife, and it excludes.
- It's not enough to invite underrepresented people to the table, they must be given authority and power to be seen and heard, and in order for their views to impact future actions.
- Think of who from an underrepresented background you can pass the mic, or stage, to. If you have privilege, you have the power to pass opportunities onto those who would not receive them.
- Adapt an abundant mindset: shift your default from "What will I lose?" to "What will we all gain?"

SPACEE MODEL

- 1 Slowing Down**
Being mindful and considered in your responses to others
- 2 Perspective Taking**
Actively imagining the thoughts and feelings of others
- 3 Challenge Assumption**
Active self-questioning to challenge your assumptions
- 4 Cultural Intelligence**
Making culturally appropriate attributions
- 5 Exemplars**
Identifying counter-stereotypical individuals
- 6 Expand**
Actively Nurturing diverse networks and forming friendships with people from backgrounds different to your own.

The SPACE2 Model of Mindful Inclusion

Six Proven Strategies for Managing Unconscious Bias | Include-Empower.Com
In an earlier post, I summarised the literature on the efficacy of training for managing unconscious bias. In sum, the research into unconscious bias training highlights two important considerations (i) unconscious bias training is necessary, but in itself not sufficient, for eliminating workplace bias, and (ii) some unconscious bias training programs are more effective than others.

<https://cultureplusconsulting.com/2018/10/17/six-proven-strategies-for-managing-unconscious-bias/>



Questions?

Email

hello@hustlecrew.co