

Leadership for Building Equity

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1

Agenda

- Review of Learning Objectives
- Terminology Related to Equity
- Determinants of Equity - King County
- Implicit Bias
- Microaggressions
- Plans for Action

2

Group Agreements

- Speak Respectfully
- Seek first to understand, then to be understood
- Step up, step up
- Agree to disagree
- Honor confidentiality
- Expect and accept non-closure
- Engage in a growth mindset
- Say 'ouch'

3

Learning Objectives & Competencies

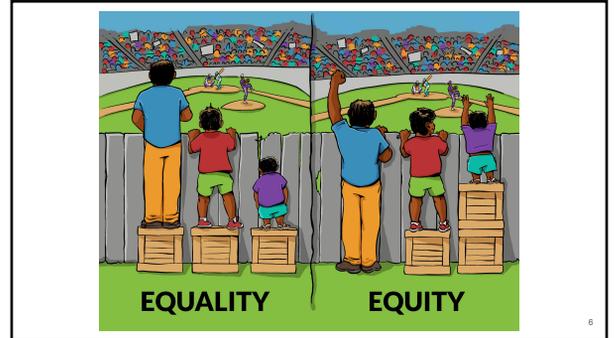
- Become familiar with terms related to equity
 - I can talk about race and racism with my coworkers
- Understand how implicit bias relates to microaggressions & stereotypes
- Understand the relationship between power and oppression
 - I am aware of and reflect on my own racial lens, privileges and biases
 - I have effective skills to interrupt bias, stereotypes and microaggressions

4

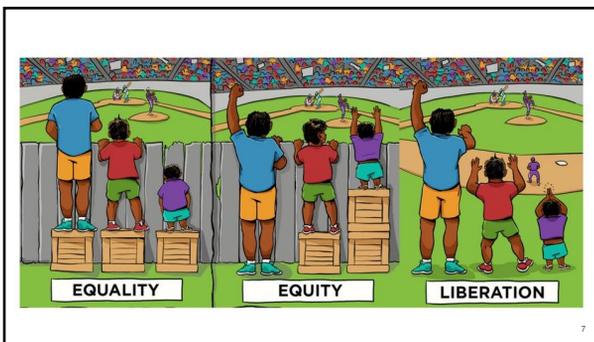
Glossary of Equity Terms

- Each table has strips with words and strips with definitions
- Your group task: Match term with definition
- Hold a conversation at your table - each person shares examples of terms from their own experience or observation
- Be prepared to share one example with the larger group

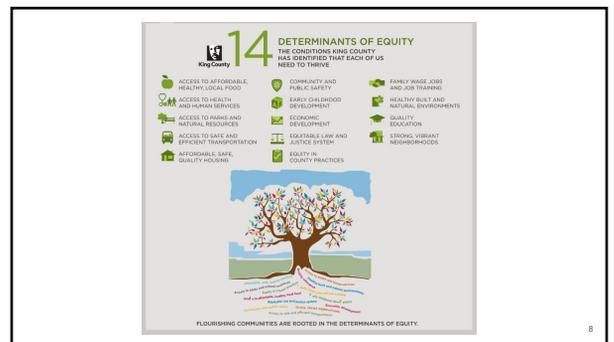
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8

Are you biased?

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Explicit Bias

Consciously accepts prejudice in favor of or against one group compared with another, usually in a way considered unfair.

10

Implicit Bias

Consciously rejects prejudice and stereotypes and supports anti-discrimination efforts but also holds negative associations unconsciously.

11

[Flip it to Test it](#)

12



13

Implicit Association Tests

- With a partner, discuss the following:
 - What was your reaction to taking the IAT?
 - What did you learn about your own bias?
 - Discuss how bias plays out in your workplace.

14

Microaggressions

Brief, commonplace, subtle or blatant daily verbal, behavior, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward people of color (or other non-dominant group).

15

Racial Microaggression Themes

16

Examples - Racial Microaggression Themes

Theme:

Alien in own land - "Where are you from? No, where are you really from?"

Color blindness - Student reports racism. Teacher replies, "We don't see color here. We just see individuals."

Myth of meritocracy - A staff member of color is passed over for promotion. His colleague replies, "maybe if you work harder you'll get promoted next time."

Message:

You are not American

Your racial experiences are not valid.

If you don't succeed, you only have yourself to blame.

17

Understanding microaggressions

18

Social Identity & Forms of Oppression

19

Oppression Chart

- Consider the social identity categories
 - Circle if you fall into the Agent or Target group for each social identity listed
- With a partner, discuss the following:
 - Did you find yourself in both agent and target groups?
 - What is your reaction to the groups you circled?
 - What did you learn from this activity?
- Large group share

20

Strategies to Address Bias Your Workplace

21



22

Strategies to address implicit bias

- Stereotype replacement
- Counter-stereotypic imaging
- Individuation
- Perspective taking
- Increasing opportunities for contact

23

Thank you

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24