

FRPA ANNUAL CONFERENCE

VISION POSSIBLE

AUGUST 31 - SEPTEMBER 3, 2020

Creating Positive Practices to Reduce Unconscious Bias

Presented by:

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Supporting CommUnity

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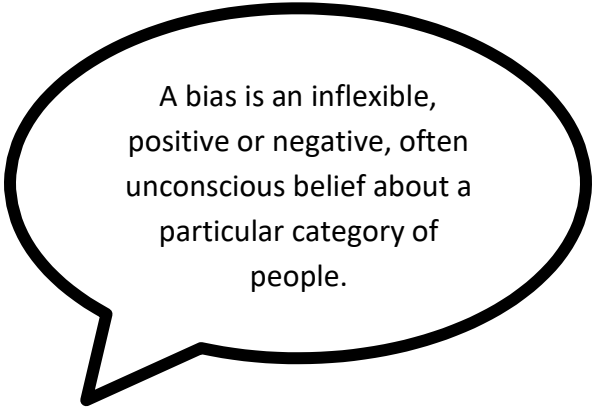
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Write down your first thought, first assumption that comes into your mind for each picture.

- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |



A bias is an inflexible, positive or negative, often unconscious belief about a particular category of people.

Problems that biases create for others:

1. Assumptions – you are a certain way solely because the group to which you belong
2. Stereotype threat – feeling negated as an individual; being deprived of opportunity
3. Internalization – this happens when the target of the bias actually believes what the bias says.

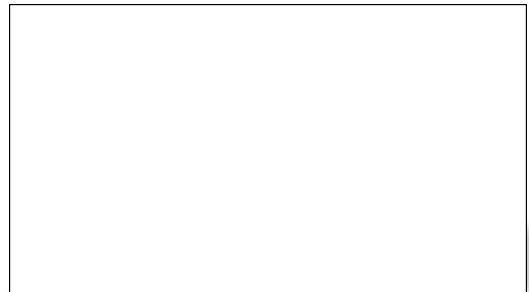
The **UNCONSCIOUS** part of the bias:

- Frequently happens when we are at our busiest. All of the stress and pressures we face can cause the more evolved brain to shut down and our more primitive and biased brain to come to life.
 - Jumping to conclusions versus taking a pause and “thinking”
- Cognitive dissonance – believing one thing and behaving in another way.
 - Neural pathways in the brain that can be changed

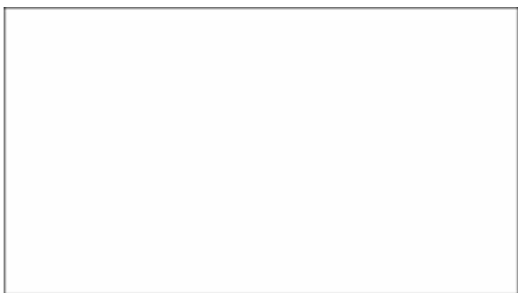
Watch your thoughts and assumptions



Think and the power of logic



Act as if the bias does not exist



Notes: _____

<https://blog.iii.ie/inside-track/5-ways-to-reduce-unconscious-bias-in-the-workplace>

Follow Lori on her social media sites and leave a comment about this session for a chance to win the resource certificate.

