

CAN YOU HEAR ME NOW?

Battling Bias and Finding Your Voice in a Complicated World

Hello?!



Presented by Anita Ortiz | April 18, 2017 | USC Center For Effective Organizations | ERG Leadership Summit

RESOURCE GUIDE

REMEMBER: Difference is your SUPERPOWER!

Difference sparks ideas, keeps life interesting and builds strength. But it can be scary and often leads to bias.

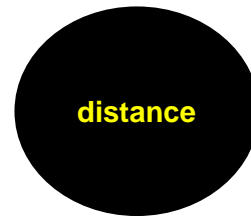
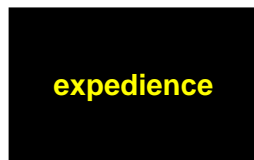
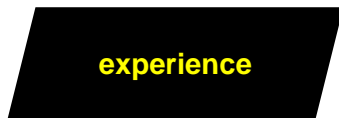
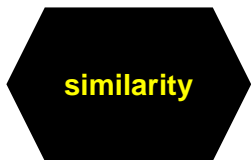
BIAS

Prejudice in favor or against one thing, person or group compared with another

UNCONSCIOUS BIAS

the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner

TYPES OF BIAS



Test YOURSELF for unconscious bias!

www.lookdifferent.org

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

FINDING YOUR VOICE



do not shout



avoid quick reactions



identify your desired outcome



refine your message



be open



build alliances

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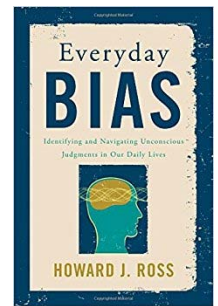
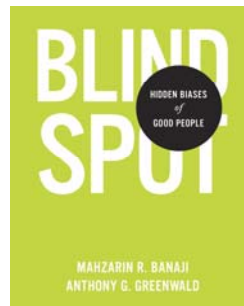


READ!

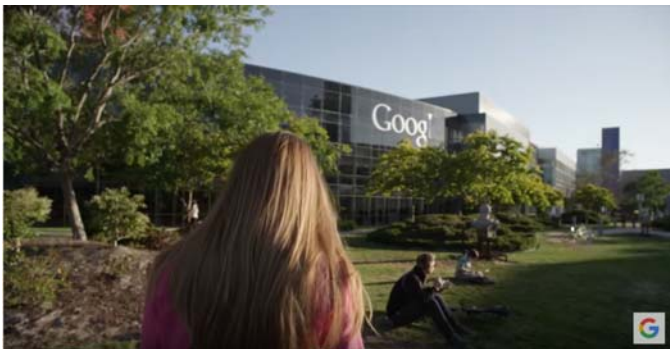
Blind Spot
by Mahzarin R. Banaji & Anthony G. Greenwald

Whistling Vivaldi
by Claude M. Steele

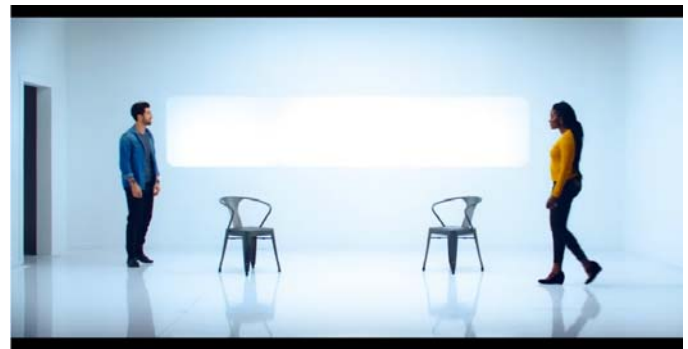
Everyday Bias
by Howard J. Ross



WATCH!



GOOGLE
"Making the Conscious Unconscious"
https://youtu.be/NW5s_-NI3JE



PARAMOUNT PICTURES
"Common Ground"
<https://youtu.be/h0Cr0Qzf9p8>



MTV
"Look Different – Microaggressions"
<http://bit.ly/2pzVOlw>



TED TALK
"The Danger of a Single Story"
<https://youtu.be/D9Ihs241zeg>

CONNECT!



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