

Empowering Inclusion

Improving Behavioral Intelligence

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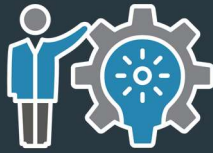
Point of Privilege?

You may be thinking....

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What is *Behavioral Intelligence*?

The application of skills and abilities to accurately **explain** existing behavior, **predict** future behavior, **influence** other people's behavior, and **control** one's own behavior.



Explain



Predict



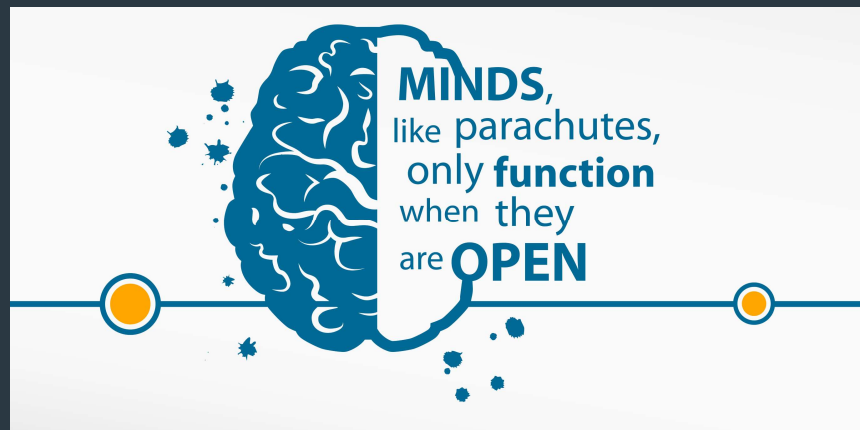
Influence



Control

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Open Mind – Respectful Conversation



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Testing Assumptions

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What do we know of bias? True or False

1. Implicit bias is a naturally occurring condition.
2. Adopting a “Colorblind” framework is an effective way to manage racial bias.
3. With work and effort, people can eliminate their implicit biases.
4. Statements such as “Black Lives Matter” are a form of reverse racism.
5. Systemic inequalities have a compounding effect that creates larger disparities over time.

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Defining Diversity

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What is Diversity?



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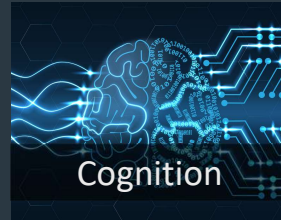
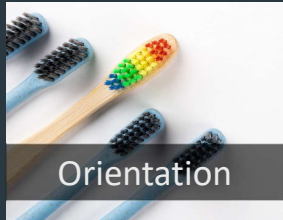
Diversity includes all characteristics and experiences that define each of us as individuals.

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Inclusion is the active practice of attitudes, approaches and strategies taken to make sure that individuals are not excluded because their differences.

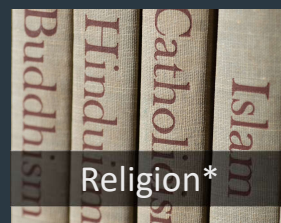
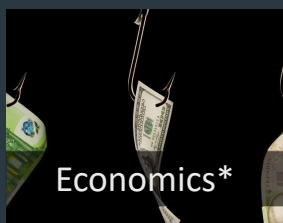
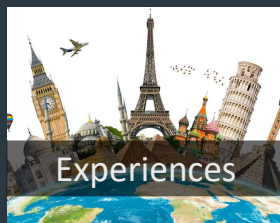
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Inherent Diversity



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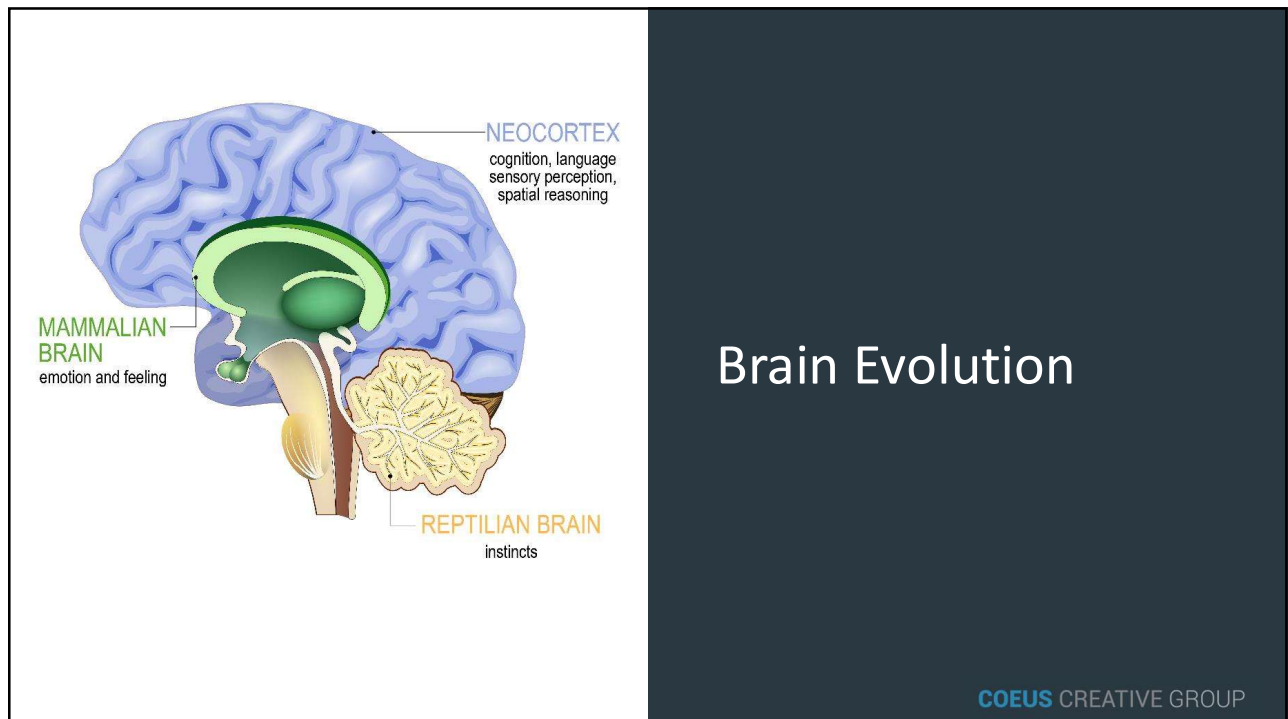
Acquired Diversity



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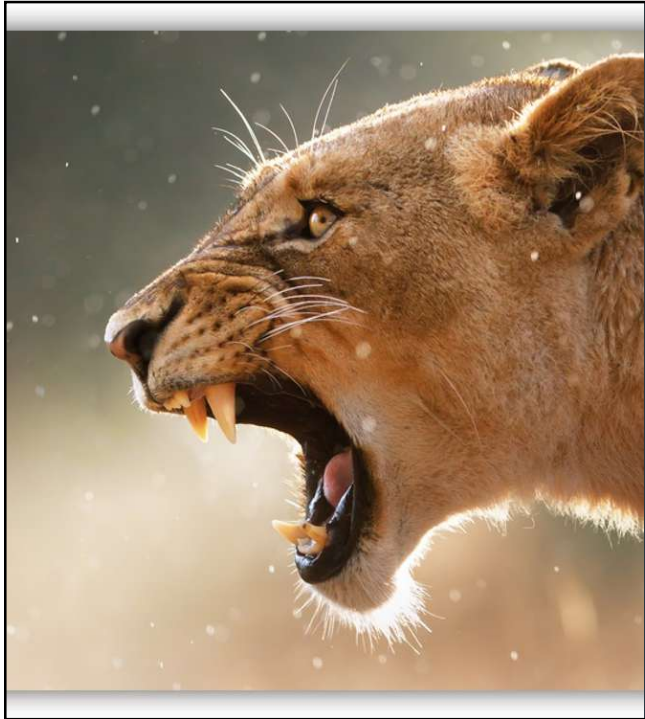
Science of Bias

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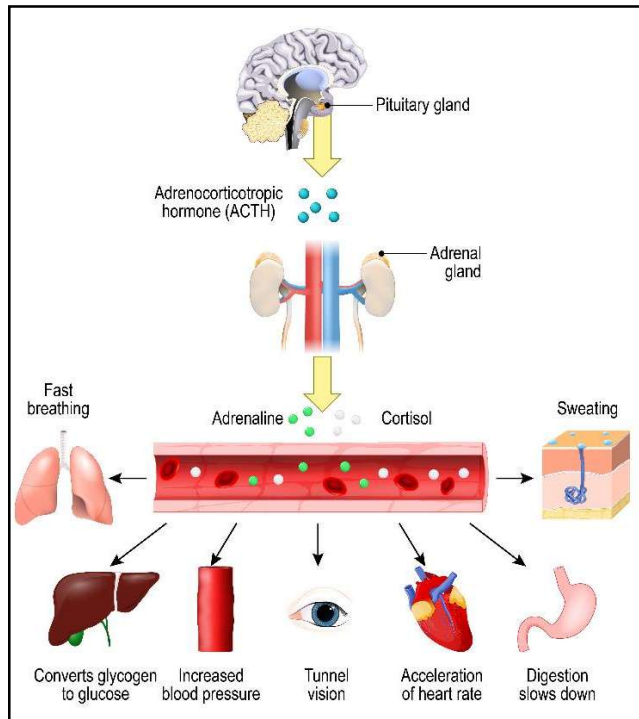
Brain Evolution

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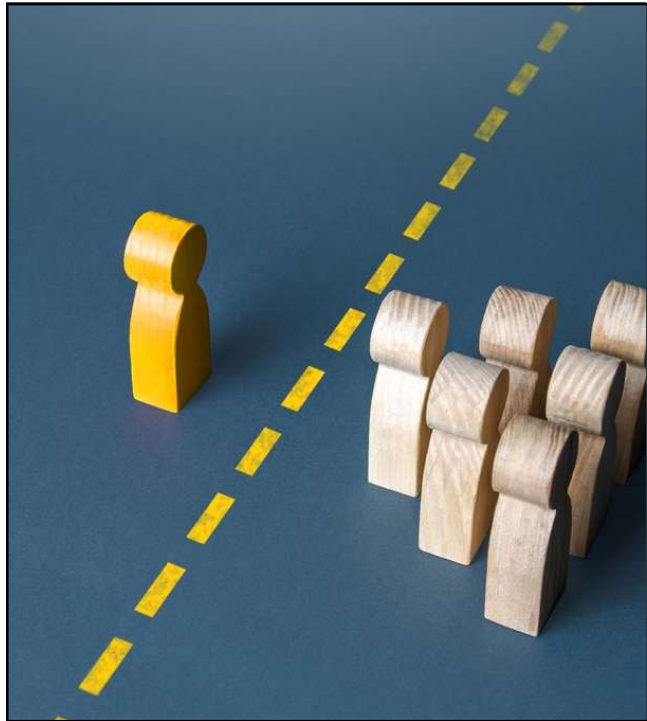
The Limbic System – Fight or Flight

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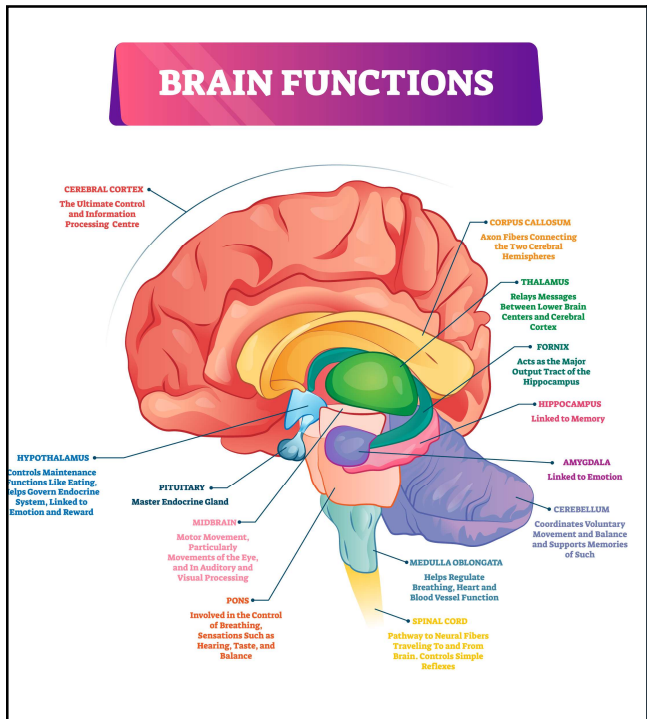
Stress Response

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US vs THEM – Oxytocin

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The Cerebral Cortex – Executive Center

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Bias in Practice

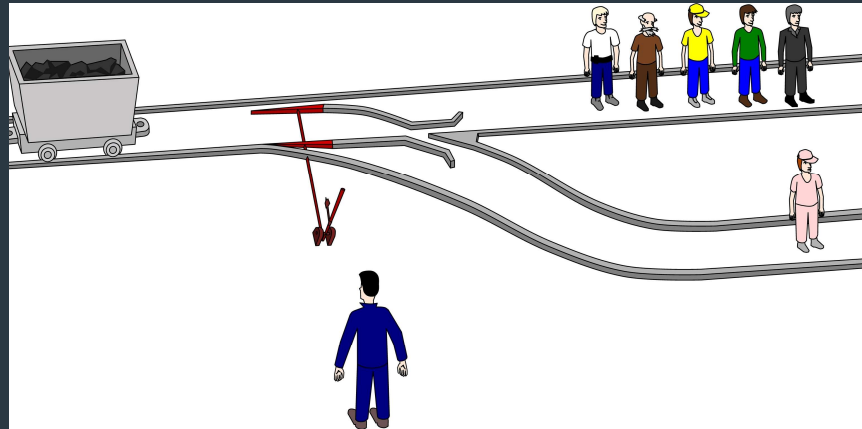
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Racial Bias



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Cultural / Ethnic Bias



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Gender Bias



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Sexual Orientation Bias



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Age Bias



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Ability Bias



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Association Bias – Halo | Horns Effect



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Bias in Action

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H T H C I P I Z J I
C H U V E C L E A N
O E G E R M S H T W
U N L U B G N A S H
G Q R B T J E N O N
H S S T O V E D A V
P Q H C J W Z W P X
O N T X R F E A W Y
N Z J H W U I S M I
M T Z K I U B H Q F

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**"BE SAFE"
WORD SEARCH**

Find and circle these words

H T H C I P I Z J I
C H U V E C L E A N
O E G E R M S H T W
U N L U B G N A S H
G Q R B T J E N O N
H S S T O V E D A V
P Q H C J W Z W P X
O N T X R F E A W Y
N Z J H W U I S M I
M T Z K I U B H Q F

SOAP SNEEZE SCRUB
CLEAN COUGH GERMS
HAND WASH ELBOW

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Privilege



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Systemic Racism



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Structural Bias



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Covert vs. Overt Bias



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Microaggressions



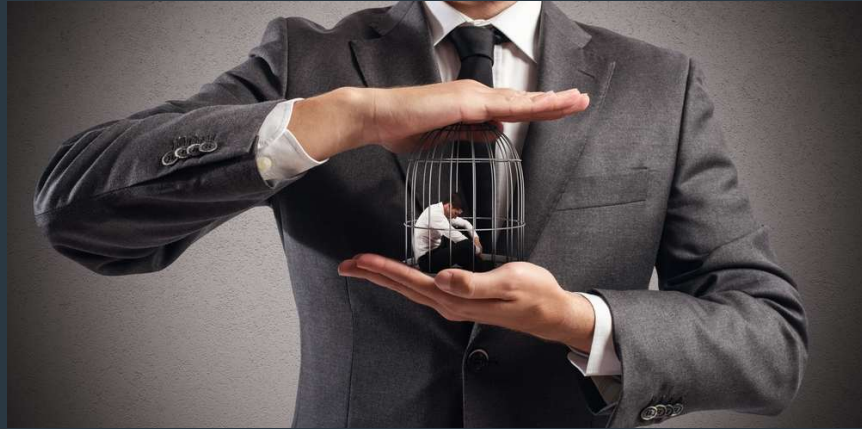
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Fear / Fragility



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The Trauma Trap



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Approaching With Curiosity

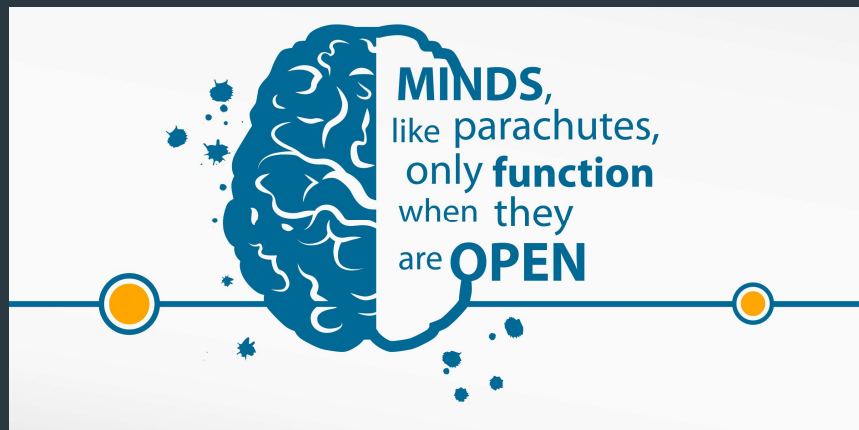
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Check Your Assumptions



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Be Receptive to Course Correction



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ASK Model

- **Awareness** – Increase awareness of implicit bias in order to be more flexible in the ways we communicate and enhance trustworthiness.
- **Sensitivity** – Be sensitive in our approach to our similarities and differences from other people.
- **Knowledge** – Improve our behavioral actions and reactions by remaining curious and open to new ideas.

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Collaborative Conversations



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Giving Grace



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Commit to Ongoing Learning



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See It, Stop It - Interventions



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System: Apply the RADAR Technique

Recognize

Analyze

Decide

Act

Review

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Thank You!

Questions?

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