

Implicit Bias

Advanced Workshop Series

Dr. Rana Tasnin Razzaque

*Director of Opportunity, Access, and Inclusion
Englewood Schools*

Wednesday, March 6, 2024 from 12-1pm MST

Thursday, March 7, 2024 from 12-1pm MST



Mountain Plains (HHS Region 8)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Disclaimer and Funding Statement

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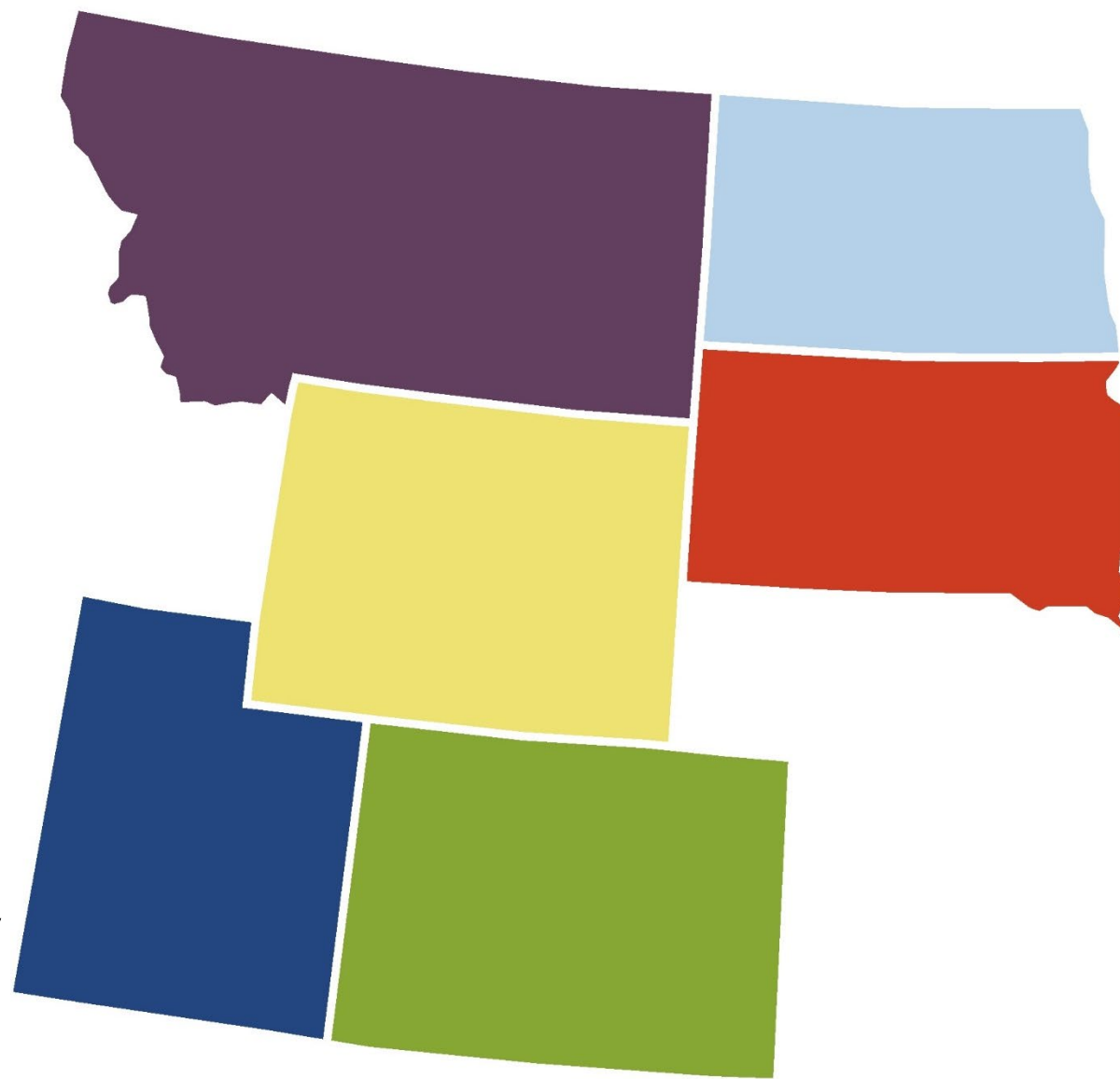
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The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED AND
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

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A Brave Community



one of the most vital ways we sustain ourselves is by building communities of resistance, places where we know we are not alone

bell hooks

<https://native-land.ca/>

Learning Objectives

I am working to...

delve deeper to recognize and redress implicit bias, as well as practice talk moves to support us in addressing others' biases.

strategies to scale up responses in order to address microaggressions systemically and and sustainably establish a culture of belonging



Norms for Courageous Conversations

Stay engaged

Speak your truth

Experience discomfort

Expect/Accept non-closure

Listen for understanding





Microaggressions

Everyday slights, indignities and put-downs towards marginalized people from well-intentioned people who are often unaware of what they've done.

Derald W. Sue

Types of ~~Micro~~aggressions

- **Microassaults**- “overt discrimination” that can be verbal, behavioral, or environmental. Are conscious and intentional.
↑ NOT a “microaggression”
- **Microinsults**- comments or actions that often communicate an insensitivity or disregard for a person’s identity or heritage.
- **Microinvalidations**- comments or actions that ignore or dismiss the thoughts, feelings, or experiences of a member of an underrepresented community.

An Effective Antidote: Microvalidations

Acknowledge Presence	Demonstrate your interest and respect. Even if you think you generally do these things, become more aware of how equitably you deploy these gestures
Validate Identity	Refer to people in ways that affirm and align with how they think of themselves. This helps people feel seen, known, and understood.
Voice Your Appreciation for Everyone's Contributions	Share with people in real-time the important contributions they made. Highlight these accomplishments to others in the organization.
Hold People to High Standards	don't shy away from giving your colleagues in traditionally marginalized groups challenging assignments, while providing necessary resources and developmental feedback to enable success
Affirm Leadership Potential and Status	Express that you have confidence in new leaders' ability to rise to leadership challenges. Use leaders' formal titles in public settings as appropriate.

Language of Dignity Culture of Belonging



What do we do
when we hear or see
a microaggression
or an act of bias?
Let's practice...

Warm-Up



Considerations

1. What dynamics around identity, privilege, and marginalization exist in this scenario?
2. Place yourself as one of the characters in this story. How would you *have liked* to respond?
3. How do you think you would **ACTUALLY** respond if you saw this happening?



Take Action: Speak Up, Call In



- In my experience...
- As an individual who identifies as...
- Could we have an open and honest conversation about...?
- It's important to me that we discuss...
- I have a different perspective. May I share it with you?
- Can you tell me why you feel that way?
- When I saw/heard ... I felt ...
- Let's take a moment to consider how ... might have felt when they saw/heard/experienced ...

Your Turn!

1. Go to this Padlet:
<https://tinyurl.com/ImplicitBiasPadlet>
2. Choose one of the scenarios (also linked in chat).
3. Write out in the Padlet how you would respond.
4. You have 7 minutes to do this independently
5. Do additional scenarios for more practice.
6. If you finish early, write our a scenario/dilemma for us to work on together in the last Padlet column and/or “upvote” what others post.

Open Frame



Let's discuss some of your real-life scenarios.

What additional thoughts, questions, ideas, or insights do you have?

What are your next steps on this journey?

Closing Thoughts



- Equality and Belonging require equitable practices to get us there
- Healing is essential (and ongoing)
- “To live is to choose. But to choose well, you must know who you are and what you stand for, where you want to go and why you want to get there,” –Kofi Annan

Questions?

Want to stay in touch?



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[Dr. Rana \(Amy\) Razzaque](#)

Thank you!