



February 7, 2023  
10:00-12:00  
Truckee Town Hall

# Interrupting Bias

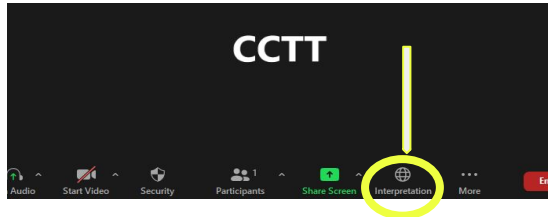
Community Collaborative of  
Truckee Tahoe



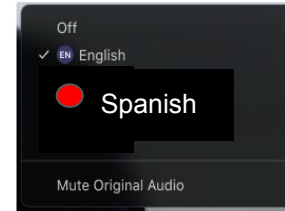
**BLAZE**  
CONSULTING GROUP

# LANGUAGE INTERPRETATION/INTERPRETACIÓN

1. Click Interpretation



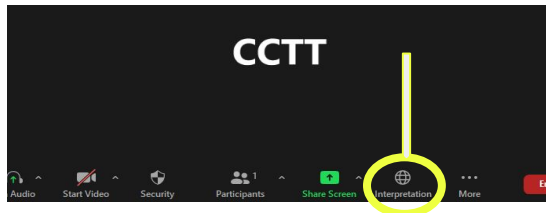
2. Click the language that you would like to hear.



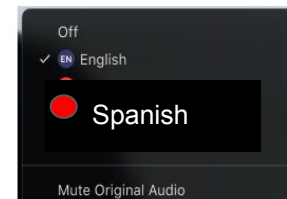
3. Optional: To only hear the interpretation, mute original audio.

---

1. Presione Interpretación



2. Presione el idioma que desea escuchar.

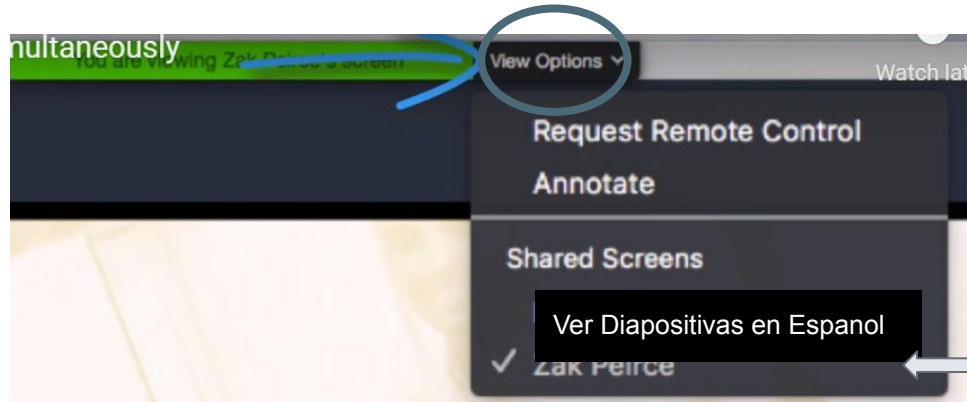


3. (Opcional) Para escuchar en Español solamente, presione Mute Original Audio.

# VIEW SPANISH SLIDES

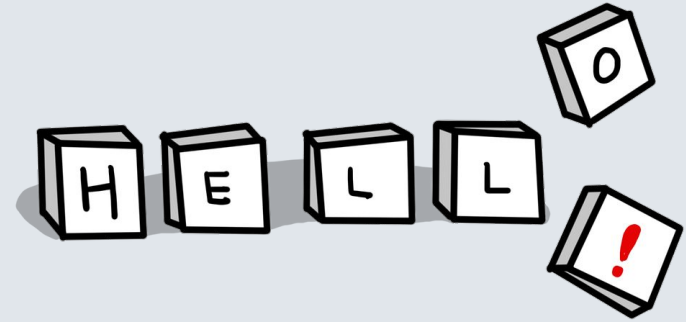
## VER DIAPOSITIVAS EN ESPAÑOL

1. Click View Options at the Top of the Zoom Panel  
Haga clic en Ver Opciones en la Parte Superior del Panel de Zoom.
2. Click View Spanish Slides  
Haga Clic en Ver Diapositivas en Español



3. Mobile Phone Users Do Not Have This Option  
Los Usuarios de Teléfonos Móviles no Tienen Esta Opción.

# Welcome from CCTT





February 7, 2023  
10:00-12:00  
Truckee Town Hall

# Interrupting Bias

Community Collaborative of  
Truckee Tahoe



**BLAZE**  
CONSULTING GROUP

# Overview



Many Nonprofit and public agencies have articulated their commitment to building a healthy and just community. But many organizations and their leadership have been delayed in building pathways to equity in their organization. In this session, we will review our definition of equity and antiracism. We will build a safe space for Collaborative members to reflect on what it takes to move individually into action. We will also look at one tool to address non-inclusive language or microaggressions.

# Overview of Series

The Equity in Action Series will support CCTT leaders to explore moving your anti-bias, antiracist, equity work from planning into action. We will do this by exploring some of the more sophisticated dynamics that come up as organizations and teams and communities move from intention into positive action. How do we name systems and practices in our organizations that sustain the status quo? How does one walk the fine line of allyship so that it doesn't promote Saviorism. And how do we acknowledge and honor the myriad roles we might take in working toward equity?

This series is designed to be interactive and welcomes authentic conversation. Let's explore what might be possible when we lean into equity and inclusion.

# About Blaze Consulting Group

Blaze Consulting Group creates transformative experiences to activate positive results. We help elevate organizations, using experiential learning theories, strategic planning, and data-informed processes to cultivate change. Through tailored training, innovative design, impactful consulting, and effective social justice programming, we provide tangible solutions and transformative processes helping unlock sustainable results. At our core, we approach the world with a lens of compassion, hope and a belief that "we are the ones we've been waiting for." Through the circles of possibilities, we envision a world more healthy, equitable and just.



# Today's Agenda



- Welcome
- I Am, But I Am Not
- DEI Definitions
- Curiosity: What's possible?
- Tool: Interrupting Non-Inclusive Behavior
- Practice
- Next Steps
- Acknowledgements



## Agreements

- Confidentiality
- “I” Statements
- Respect others experiences
- People over content
- Practice over curiosity
- Offer Grace

# I Am, But I Am Not

## Social Identities

- Race
- Ethnicity
- Gender
- Religion
- Sexual orientation
- Education
- Physicality
- Socio-economic status
- Others



# I Am , But I Am not

What are some of the stereotypes that people place on you or might place on you that are not true for you?

Complete the prompt:

I am \_\_\_\_\_,  
but I am not \_\_\_\_\_.

# I Am, But I Am Not

## INSTRUCTIONS

1. Create a statement that debunks a stereotype people make about you using the following prompt

2. I Am \_\_\_\_\_,  
but I am not \_\_\_\_\_.

3. Share your statements in breakout groups here in the room and on Zoom

.

# I Am, But I Am Not



## Debrief

- What happens to our relationships when we share like this?
- What becomes possible in these relationships when we make social identities visible?

## Definitions for Equity and Antiracism

# DIVERSITY

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another.

The opportunity of diversity is accessed when we understand and value that our work and our contribution is nourished by the multiple perspectives brought about by the inclusion of diverse experiences.

## Definitions for Equity and Antiracism

# EQUITY

Defined as “the state, quality, or ideal of being just, impartial and fair.” The concept is synonymous with fairness and justice.

Equity implies a dynamic process to bring resources, access and the removal of barriers to create, support and sustain social justice.



## Definitions for Equity and Antiracism

### **INCLUSION**

The notion that any individual or group is and will feel welcomed, respected and valued.

This takes place not by maintaining a neutral stance but rather taking an active role in inviting people in rather than pushing them out.

## Definitions for Equity and Antiracism

### **ANTI-RACISM**

**"Antiracism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."**

**-attributed to NAC International Perspectives: Women and Global Solidarity**

## Definitions for Equity and Antiracism

### **MICROAGGRESSIONS**

**“...brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative...slights or insults...”**

**BREAK**

# IMPLICIT BIAS

- Implicit bias refers to the way people unconsciously and sometimes unwillingly exhibit bias towards other individuals and groups. Many people are not aware of having implicit bias.
- Implicit bias should not be confused with explicit forms of bias, or racism. Explicit bias, involves conscious and knowing discrimination towards other individuals and groups.
- Implicit bias can reveal itself in different ways, such as by the words we use to express our feelings and behavior toward certain groups according to race, gender, sexual orientation and other groupings.
- These unconscious mechanisms are deeply embedded in various aspects of our lives, including health care, education, and our criminal justice system.
- Understanding implicit bias can help free us from guilty feelings about the embedded nature of racism in our society. It can help us recognize that individually we may not be to blame, but that we are all responsible and accountable for confronting racist policies and behaviors. -from *Within Our Lifetime Network*

**Curiosity: What might be possible?**



**What becomes possible if  
we can get comfortable in  
the discomfort of  
interrogating our bias?**

## **Interrupting Bias and Non-inclusive Language**

### **Vital Behavior:**

The ability and will to call out oneself and others when we are taking actions, creating programs, communicating in ways that counter inclusion and equity

## Interrupting Bias and Non-inclusive Language

### Calling-In vs Calling-Out

- Calling in: one-on-one or small group learning conversation
- Calling out: public

**The Privilege of Allyship:** You have social capital that is constantly restored as you spend it



## Practice: Calling In

The organization is planning its annual fundraiser dinner. An organizational leader assigns white middle managers to present the accomplishments from the year and suggests that frontline staff collect coats and serve the buffet line. He offers, “I don’t want to overwhelm frontline staff with responsibilities to present.” The frontline happens to be women of color.

# Practice: Calling In

1. What bias or non-inclusive language is showing up in the scenario?
2. On the table are prompting cards
3. On Zoom we will drop a link
4. “Shop” for one prompt and use it to practice leaning in to the interaction
5. Practice in groups of 3

## Practice: Calling In

The organization is planning its annual fundraiser dinner. An organizational leader assigns middle managers (who are white) to present the accomplishments from the year and suggests that frontline staff collect coats and serve the buffet line. He offers, “I don’t want to overwhelm frontline staff with responsibilities to present.” The frontline happens to be women of color.

# Practice: Calling In

Example: The organization is planning its annual fundraiser dinner. An organizational leader assigns white middle managers to present the accomplishments from the year and suggests that frontline staff collect coats and serve the buffet line. He offers, “I don’t want to overwhelm frontline staff with responsibilities to present.”

The frontline happens to be women of color.

1. What bias or non-inclusive language is showing up in the scenario?
2. On the table are prompting cards
3. On Zoom we will drop a link
4. “Shop” for one prompt and use it to practice leaning in to the interaction
5. Practice in groups of 3

# Sample Email Exchange

Calling In...

**Hi Joe,**

**This is a private message. I so appreciate all the things you did to make our company SHINE yesterday.**

**I do need to share one piece of feedback:**

**Yesterday, when we were backstage, I let you know that my son was tech support. I heard you acknowledge that he was tech support and then jokingly say otherwise you were concerned that there was some thug stealing furniture out of my office. You also mentioned his hoodie as an identifying characteristic of a thug.**

**Referring to any black youth in a hoodie as a thug is not okay to express as a joke to any person and especially to me as an African American. For me personally, equating Tommy to a thug who might be stealing brought immediate images of Trayvon Martin. My son was also in the room and he may have heard it. Jake, I'm not sure what the intention was and I can't sit with the feeling privately and not bring you into the thinking.**

**I am open to talking if you want and I look forward to continued camaraderie and good work in the world.**

**Franklin**

You have my UTMOST apologies for that reference, Franklin! I am so very sorry to have caused even the slightest offense in that or in any regard. Of course the statement was made in jest, but in retrospect, in exceptionally poor taste on my end. Please extend my apologies to Tommy and Jenjii as well, or, if it would be more appropriate, I would be more than willing to do so myself.

Thank you for bringing this to my attention, as this education can only help further our partnership in doing good together.

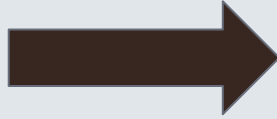
-Joe

**Thanks Joe for your consideration and kind words. This is exactly why I appreciate who you are. This is over for me and I look forward to our next steps.**

**Deep respect,  
Franklin**



# Next Steps



1. Bring back the conversation to your organization:
  - a. What becomes possible if we practice calling in?
  - b. How do we create our own practice of calling in?
2. Next session: March 14: 10:00am-12:00pm