



## Diversity, Equity & Inclusion

PRESENTED BY: Craig Slaughter, MASFAA President (22-23)

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## Ground Rules...

- **Speak Your Truth:** Share from your own experiences
- **Seek to Understand:** Actively listen, before responding
- **Respect Others' Experience:** We may have different OR similar stories to share, and contexts to draw from. All are legitimate.
- **Disagree without being Disagreeable:** Disagreement is expected. HOWEVER,
  - Approach unexpected ideas with curiosity, not argument.
  - If you disagree, debate and challenge ideas. Don't attack the speaker.
- **Share the Air:** Make room for all voices to be heard, and don't dominate the conversation.
- **Confidentiality:**
  - Share stories and experiences, but don't identify individual people or provide details that would allow someone in your story to be identified.
  - Do not share the experiences you hear in this space outside this space.



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11:00

00:00

MAY THE FAF SA BE WITH YOU 2023

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We receive **11 million bits of information** every moment.

We can only consciously process **40 bits**.



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MAY THE FAF SA BE WITH YOU 2023

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**99.999996%**  
**UNCONSCIOUS**

<https://www.forbes.com/sites/daviddisalvo/2013/06/22/your-brain-sees-even-when-you-dont/>



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MAY THE FAF SA BE WITH YOU 2023

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YOU are biased.  
(So am I.)



JUSTAA  
MAY THE  
FAFSA  
BE WITH YOU  
2023

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### Mind Games

- Part of learning about implicit bias is realizing that our brains are capable of making assumptions and creating mental shortcuts without us even being aware.



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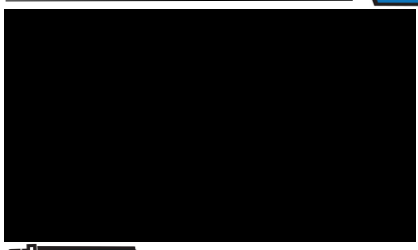
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Assumptions - <https://youtu.be/2Nbf006Y5x4>



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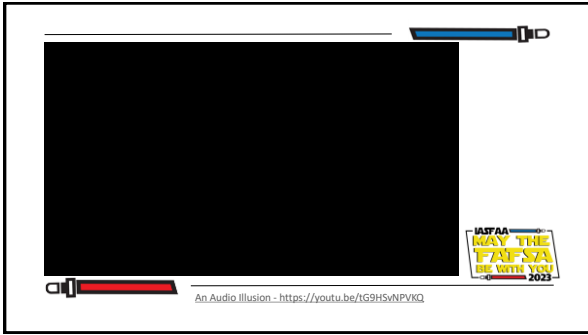
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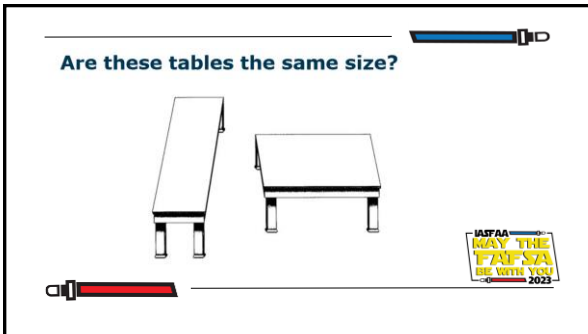
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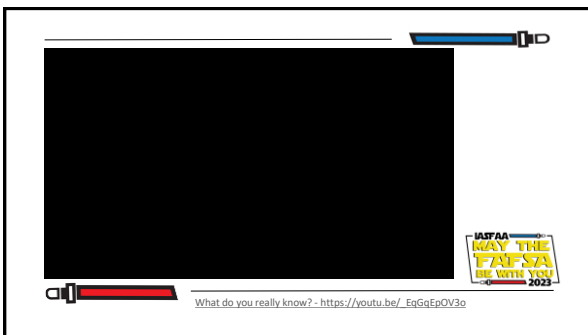
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Bias doesn't make us bad - it makes us human



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We all have preferences...



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Implicit Bias



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**RACIAL MICROAGGRESSIONS**

- Where are you from? Where are you really from? No, where are you really really from?
- What are you? What are you? Your speech explains so well!
- Where do you come from? Middle Eastern?
- What do you do for a living? You don't look like a normal Black person.
- What do you do for a living?
- What are you? Where are you from? What do you do for a living? You don't look like a normal Black person.
- Where do you come from? Middle Eastern?
- What do you do for a living? You don't look like a normal Black person.
- What do you do for a living? You don't look like a normal Black person.

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How our implicit biases show up in everyday language.

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### Privilege / Disadvantage "Walk"

- Each of us has aspects of privilege and oppression in our history and identity.
- There are aspects of identity which are more "visible" and therefore less able to be hidden or voluntarily disclosed.
- There are also particular aspects of identity in each of our communities which are viewed as "less than".
- We also commonly make assumptions about identities we cannot "see" to our own detriment.
- Asking someone to "out" their area of disadvantage can be stigmatizing and painful.

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What is privilege? - <https://youtu.be/hDSf8GuNwGQ>

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## Reactions.....

- If you are willing / comfortable to share, what surprised you?
- What did not surprise you?




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## Reducing bias – think AAA

- **Acknowledgment**
  - Accept the fact that each of us are affected by cultural socialization, therefore, we are all susceptible to bias
- **Awareness**
  - Maintain a high level of awareness of internalized biases and how they affect interactions with others who have marginalized aspects of their identity
- **Action**
  - Commit to increasing cultural competence through continual self-examination, exposure to other cultural norms and histories, and meaningful interpersonal relationships




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## Habit 1 – Slow down...

*You cannot "unlearn" bias, but you can create new habits that can help you stop from acting in biased ways.*

- Test your assumptions - Your "gut" isn't always right
- Resist the urge to give immediate answers for important decisions, especially when you suspect a decision could be influenced by unconscious bias.
- Focus and remove distractions—don't multitask.

*The busier we are and the more information and tasks we try to juggle, the more likely we are to turn to automatic or unconscious thinking.*




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## Habit 2 – Question and challenge your thinking

- Create a list of challenging questions that will help you get to the root causes of emotions or "instincts" you may have about a person or a situation.
- Write down instances where you realize your evidence is weak or misleading and note any gaps in your knowledge or understanding.
- Ask yourself whether you are using objective criteria for the decision. If not, create it.




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## Habit 3 – Get input from other people

- Talk to people inside and outside of your usual circles.
- Have a conversation with the people actually impacted.




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## Discussion Questions

- What are some examples of implicit bias that you have seen or experienced?
- How might implicit bias affect the work that we do in financial aid?
- What are some ways to reduce implicit bias in our offices and policies?




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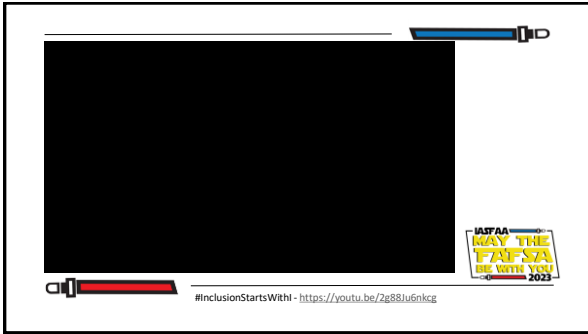
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#InclusionStartsWithI - <https://youtu.be/2g88Ju6nkg>

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### Additional Resources...

- <https://implicit.harvard.edu/implicit>
- <https://kirwaninstitute.osu.edu/implicit-bias-module-series>
- <https://www.catalyst.org/topics/unconscious-bias/>
- <https://www.edx.org/course/unconscious-bias-from-awareness-to-action>



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### QUESTIONS?

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