

HITTING BIAS HEAD ON: IDENTIFYING AND ADDRESSING RACE, GENDER, AND OTHER BIASES IN COLLABORATIVE PROCESS

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Implicit Bias

EXPLICIT BIASES

- * AWARE of THOUGHTS & EMOTIONS TOWARDS a SPECIFIC GROUP
 - ~ HATE SPEECH
 - ~ DISCRIMINATION
 - ~ PREJUDICE



IMPLICIT BIASES

- * GUT REACTIONS OCCUR w/in MILLISECONDS
- * UNCONSCIOUS ATTITUDE & BELIEFS
 - └ FEELINGS
 - └ BEHAVIOR
 - └ JUDGEMENT
- * UNAWARE (SUBCONSCIOUS)
- * can DIRECTLY AFFECT HEALTHCARE OUTCOMES & PATIENT SATISFACTION

From Osmosis.org

Implicit Bias



Implicit Bias is REAL – there is significant evidence

while the IAT (implicit associate test) may have issues there are many other studies that show implicit bias affect people's reactions



The existence of an Implicit Bias does not predict behavior in individuals (may allow for trends in groups)



Implicit Bias is not inherently good or bad (it's actually a survival mechanism) – It's the impact that matters



GENDER IDENTITY & PRONOUNS

Some Basic Information

Definitions:

Sex Assigned at Birth: The assignment and classification of people as male, female, intersex, or another sex assigned at birth often based on physical anatomy at birth and/or karyotyping.

Gender Identity: One's internal sense of being male, female, neither of these, both, or other gender(s).

Transgender/Trans: An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.



Definitions:

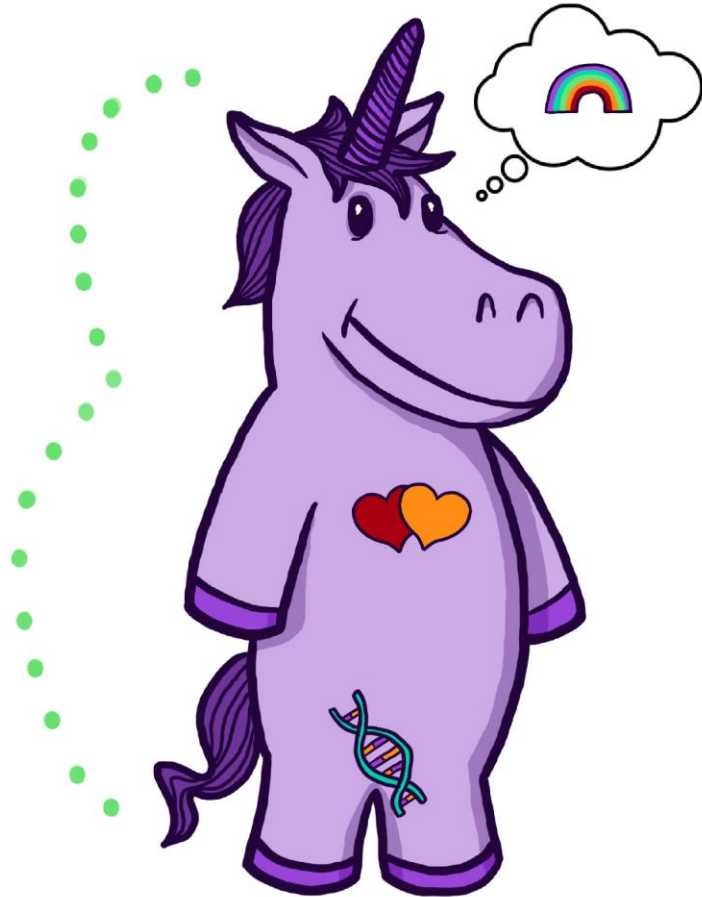
Cisgender/Cis: Adjective that means “identifies as their sex assigned at birth” derived from the Latin word meaning “on the same side.”

Gender Expression/Presentation: The physical manifestation of one’s gender identity through clothing, hairstyle, voice, body shape, etc. Many transgender people seek to make their gender expression (how they look) match their gender identity (who they are), rather than their sex assigned at birth.



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female / Woman / Girl

Male / Man / Boy

Other Gender(s)



Gender Expression



Feminine

Masculine

Other



Sex Assigned at Birth

Female

Male

Other / Intersex



Physically Attracted to



Women

Men

Other Gender(s)



Emotionally Attracted to



Women

Men

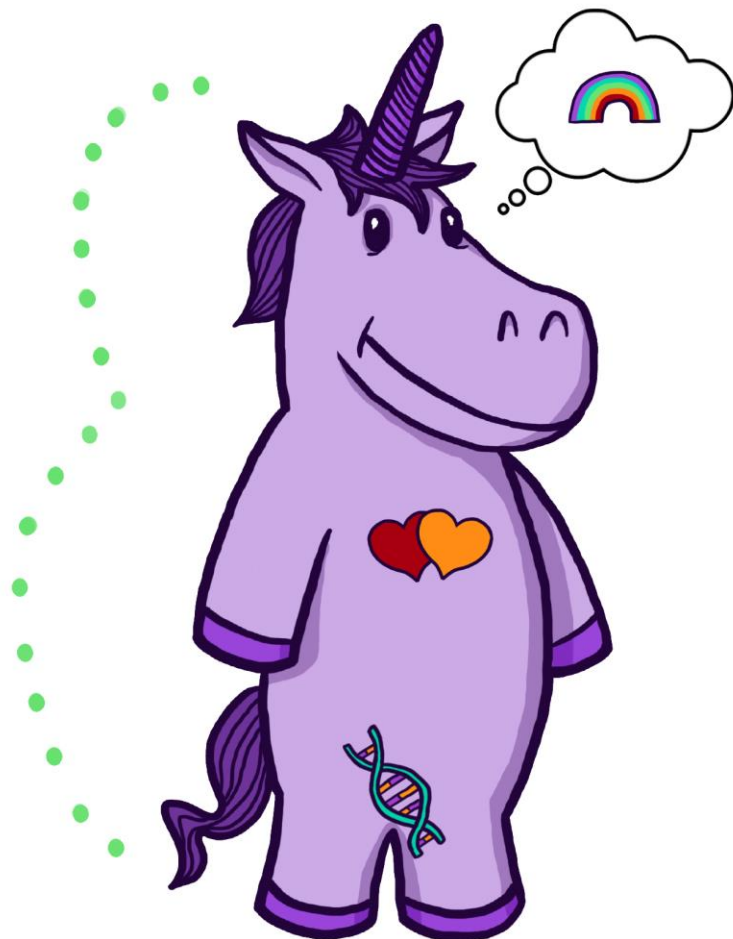
Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

O Unicórnio de Gênero

Gráfico por:
TSER
Trans Student Educational Resources



Para saber mais, vá até:
www.transstudent.org/gender

Design by Landyn Pan

Identidade de Gênero



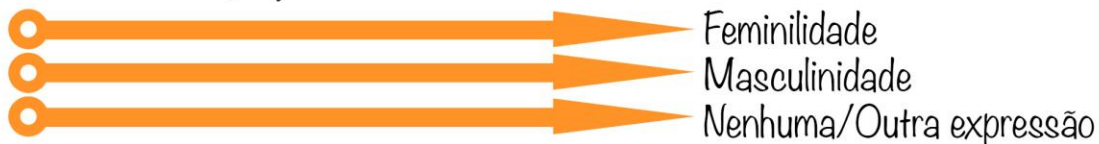
Expressão/Apresentação de Gênero



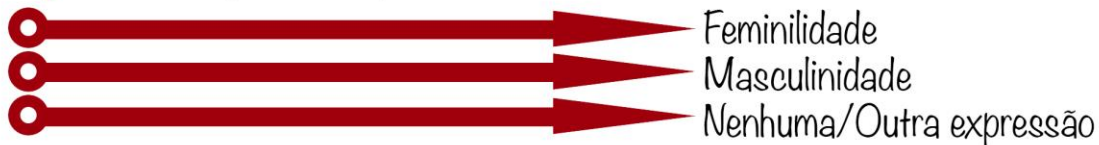
Sexo Designado ao Nascer



Atração Sexual Por



Atração Emocional/Romântica Por



Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Landyn Pan

 transstudent.tumblr.com
 facebook.com/transstudent
 twitter.com/transstudent

For more information,
go to transstudent.org/graphics

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Trans Student Educational Resources

In 2019 the Merriam-Webster dictionary added “they” as the pronoun to use for a “single person whose gender identity is nonbinary.”

Resources

Trans Student Educational Resources - <https://transstudent.org/>

A guide to how gender-neutral language is developing around the world, The Washington Post –

<https://www.washingtonpost.com/world/2019/12/15/guide-how-gender-neutral-language-is-developing-around-world/>

The Questions that Lawyers and Mediators aren't asking but should: Let's talk about Pronouns, Skylark Blog –

<https://blog.skylarklaw.com/2018/11/the-questions-that-lawyers-and.html>



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THANK YOU