

# Exploring Identity and Implicit Bias

*Diversity, Equity, and Inclusion in Our Work*

December 4th, 2020, 10:00 am -12:00 noon



WORLD EDUCATION





## **Dani Scherer**

Curriculum and Professional Development specialist,  
World Education Inc. and SABES



## **Maegan Morris**

Project Associate, World Education Inc. and SABES



## **Ben Bruno**

Technical Support, E-Learning Production &  
Voiceover



## **Carmine Stewart, PhD**

- ❖ President and CEO of Aspire Consulting and Educational Services
- ❖ Vice President of Programming at Seeds of Literacy
- ❖ Teachers Adult Learning and Curriculum at Cleveland State University

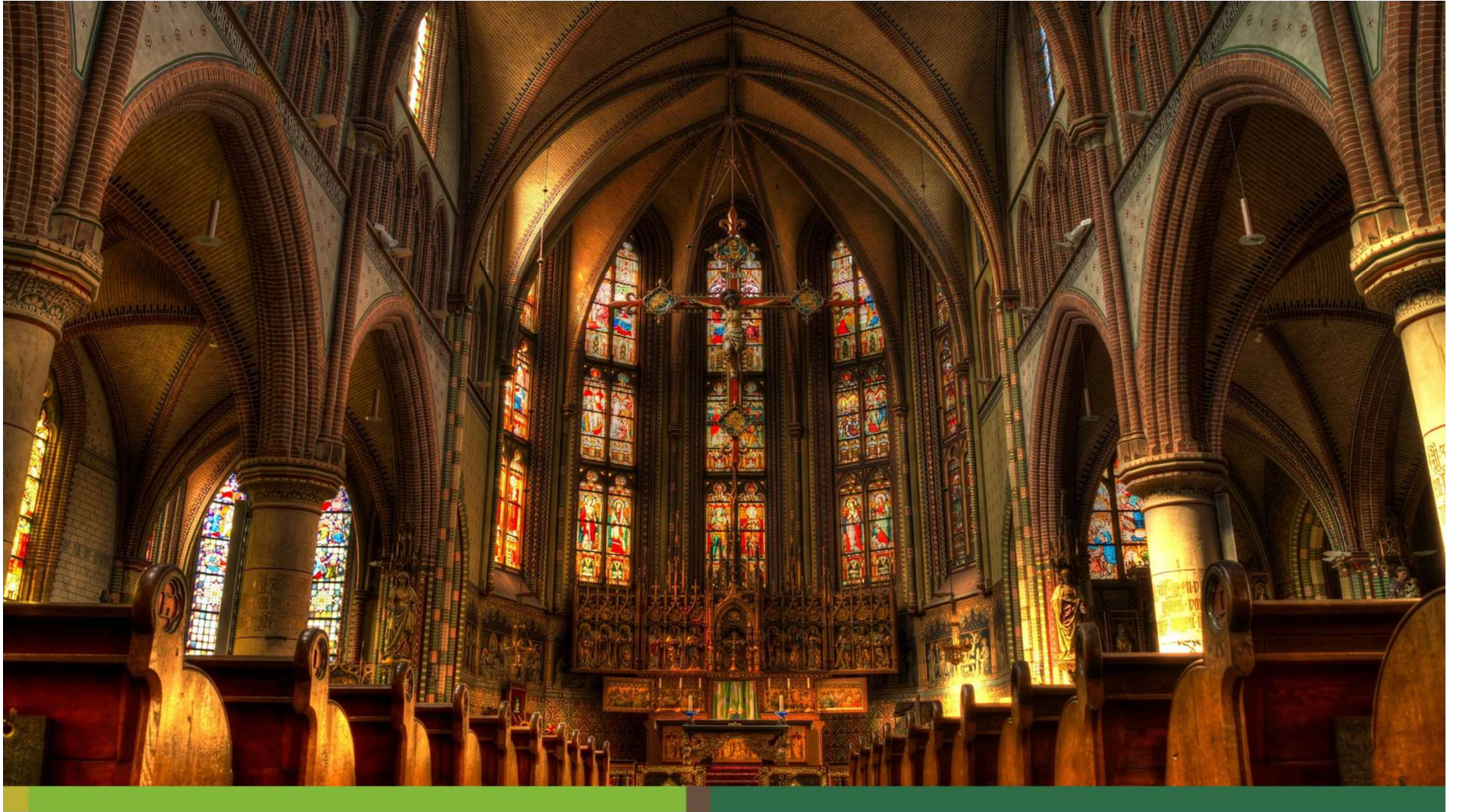
# *Exploring Identity, Implicit Bias, Diversity, Equity, and Inclusion in Our Work*

Carmine Stewart Ph. D  
President and CEO, Aspire Consulting  
Vice President, Programming - Seeds of Literacy, Cleveland. Ohio











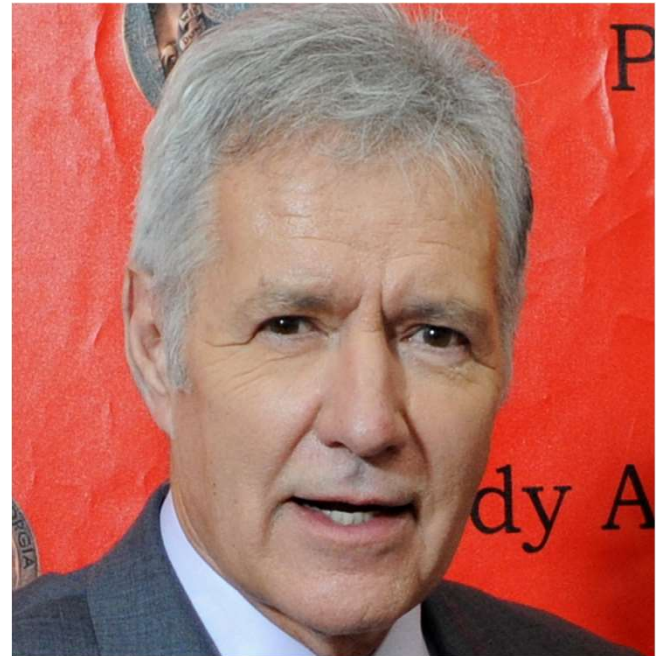






# What is Identity?

- how you are **viewed by the world**
- characteristics that **define** you
- how **you think about yourself**
- who you are



# Small Group Activity 1: Identify Yourself

HELLO  
My Name Is







## Quick Poll

How old were you when you realized that you were \_\_\_\_\_ (your race), and that being \_\_\_\_\_ ( your race) mattered?



# Privilege



# Privilege in Action





# Privilege in Action



Dr. Joy DeGruy

<https://youtu.be/Wf9QBnPK6Yg>



## Small Group Activity 2: Using Privilege



## Group Report

I used my privilege as a \_\_\_\_\_

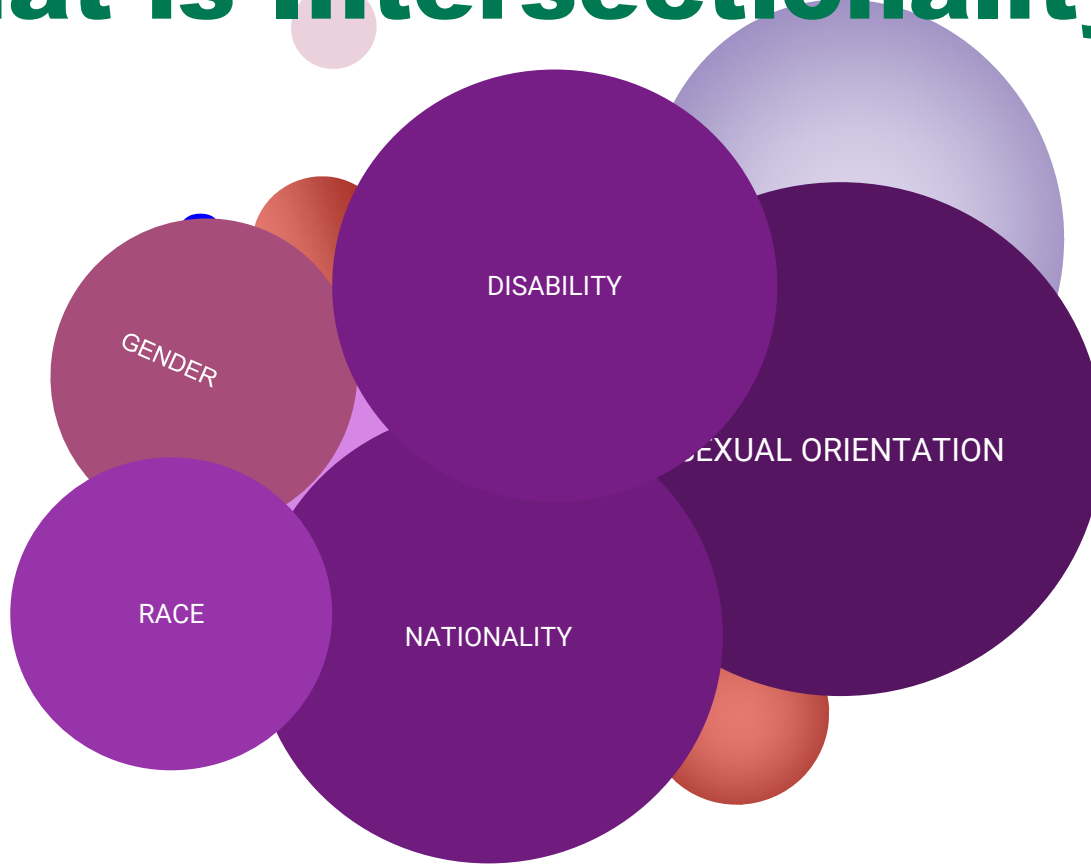
(your privileged identity), to \_\_\_\_\_

Example: biracial person, to point out a clerk's racist behavior toward my sister-in-law

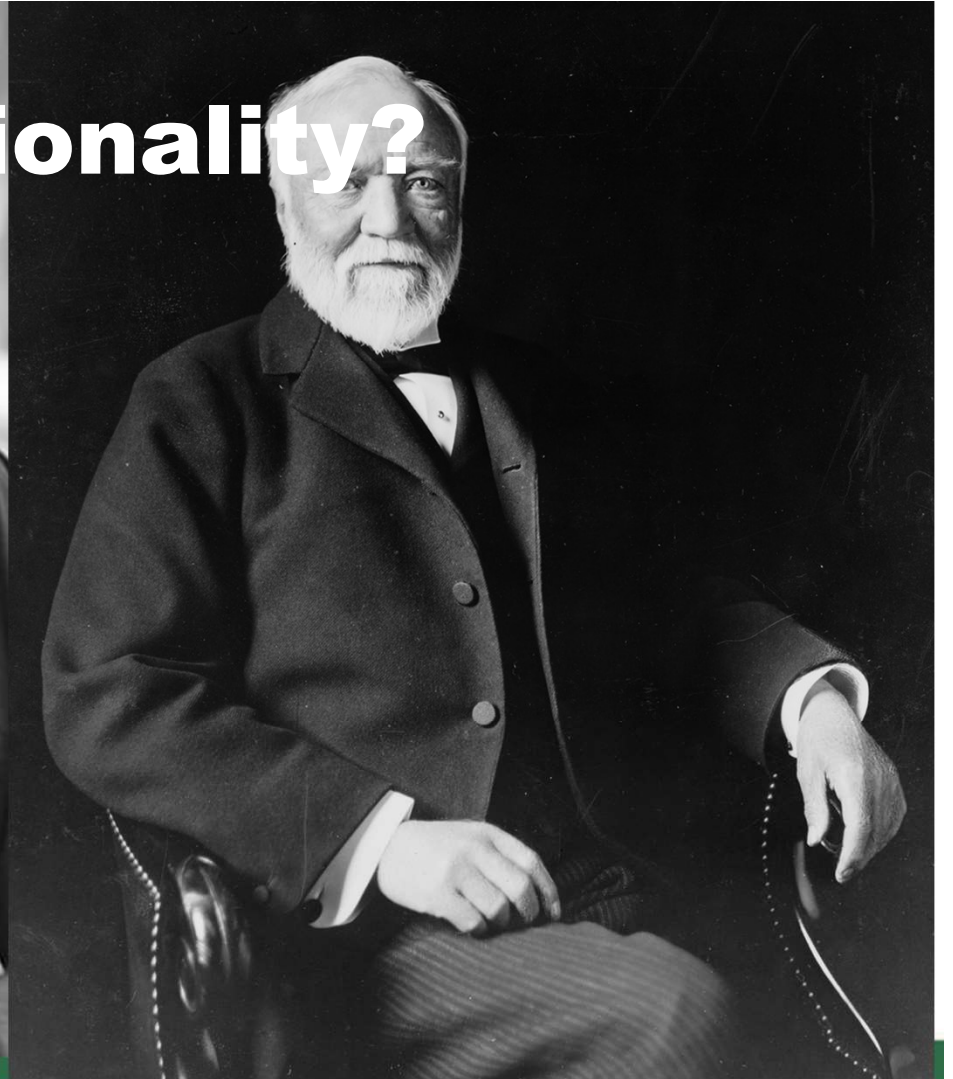




# What is Intersectionality?



# What is Intersectionality?



**A Point for Every “Yes”** Ability

Gender

Sexuality

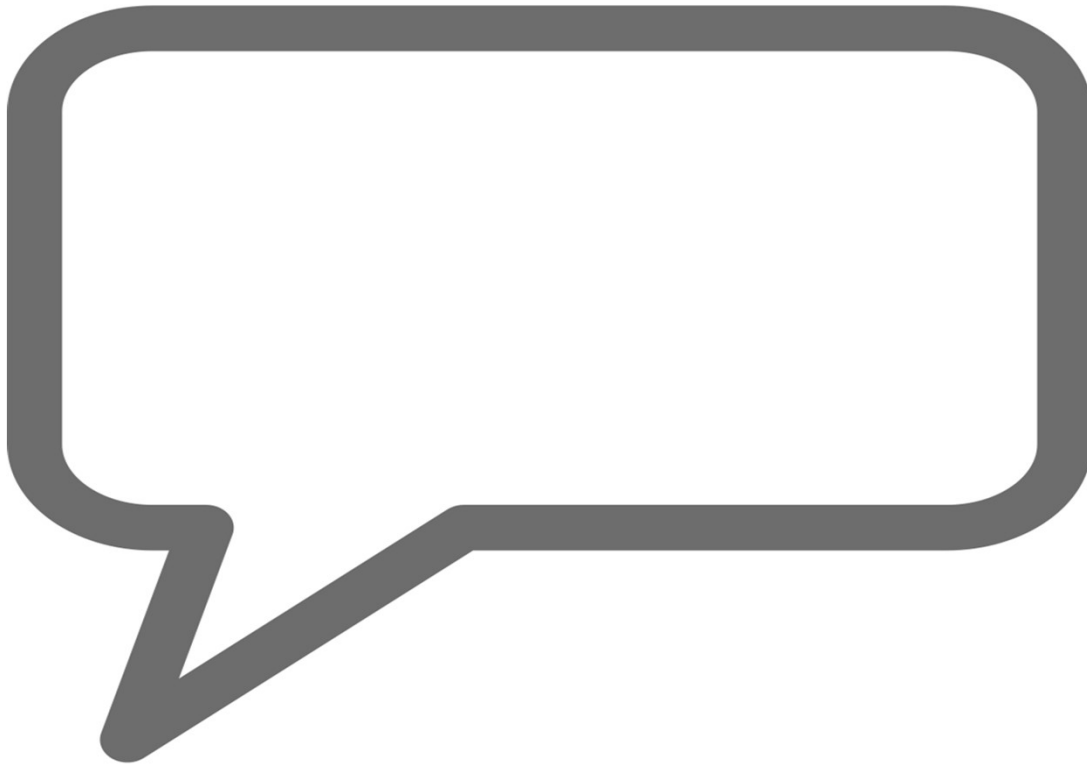
class

Immigration Status or Citizenship





# Put Your Point Total in the Chat

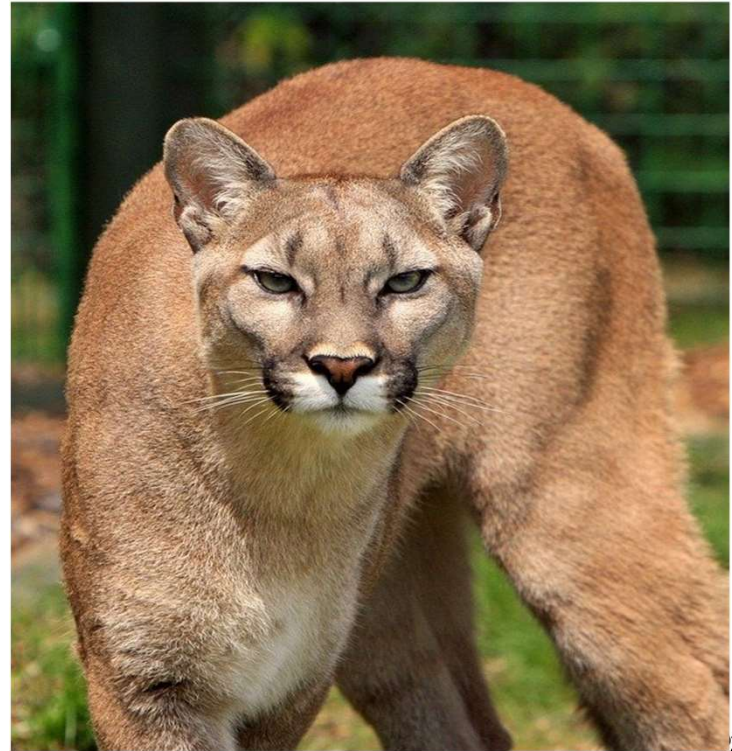


# Bootstraps and Myth of Meritocracy






# Bias





# Media Role in Bias



**AP Associated Press** AP - Tue Aug 30, 11:31 AM ET


A young man walks through chest deep flood water after **looting** a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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Two residents wade through chest-deep water after **finding** bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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# What is Explicit Bias?



# What is Implicit Bias?



# Implicit Association Test

During the IAT you just completed:

Your responses suggested a moderate automatic preference for European Americans over African Americans.

Your result is described as an "Automatic preference for African Americans over European Americans" if you were faster responding when *African Americans* and *Good* are assigned the same response key than when *European Americans* and *Good* were classified with the same key. Your score is described as an "Automatic preference for European Americans over African Americans" if the opposite occurred.

Your automatic preference may be described as "slight", "moderate", "strong", or "no preference". This indicates the *strength* of your automatic preference.

The IAT requires a certain number of correct responses in order to get results. If you made too many errors while completing the test you will get the feedback that there were too errors to determine a result.

**Note that your IAT result is based only on the categorization task and not on the questions that you answered.**

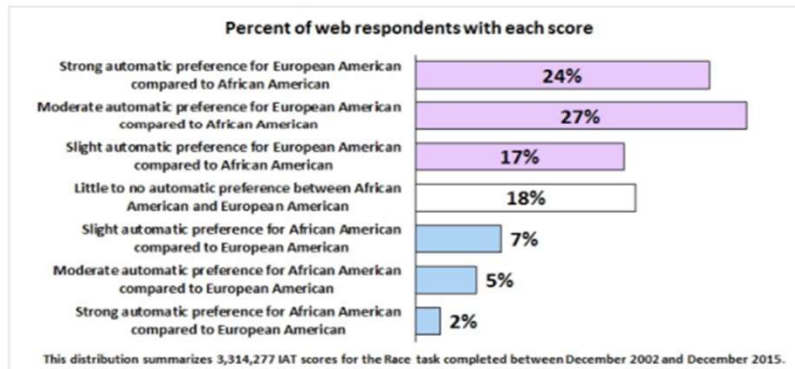




# Implicit Association Test

## Other People's Results

The summary of other people's results shows that most people implicitly prefer European American (or White people) to African American (or Black people) - i.e., they are faster sorting when good words and European American (or White people) images go with the same key. Notably, more than 50% of the people included in this graph report having no difference in their attitudes toward the two racial categories.



# Microaggressions

That's so gay!

You're the LEAST  
SCARY Black guy I  
know.

An engineer? Why don't  
you consider being a  
flight attendant?

Are you like, a 9/11  
Muslim, or a pray 5  
times a day Muslim?

You're cute for an Asian

You're so  
articulate!

I don't even think of you  
as Black.

No, where are you  
REALLY from?

You don't think she is  
REALLY going to earn  
her GED, do you?

What ARE you?



# 3 Types of Microaggressions

Microassault

Verbal or nonverbal attack intended to harm, intimidate, or insult - Confederate flag shirts

Microinsult

An insensitive communication that demeans someone's identity.

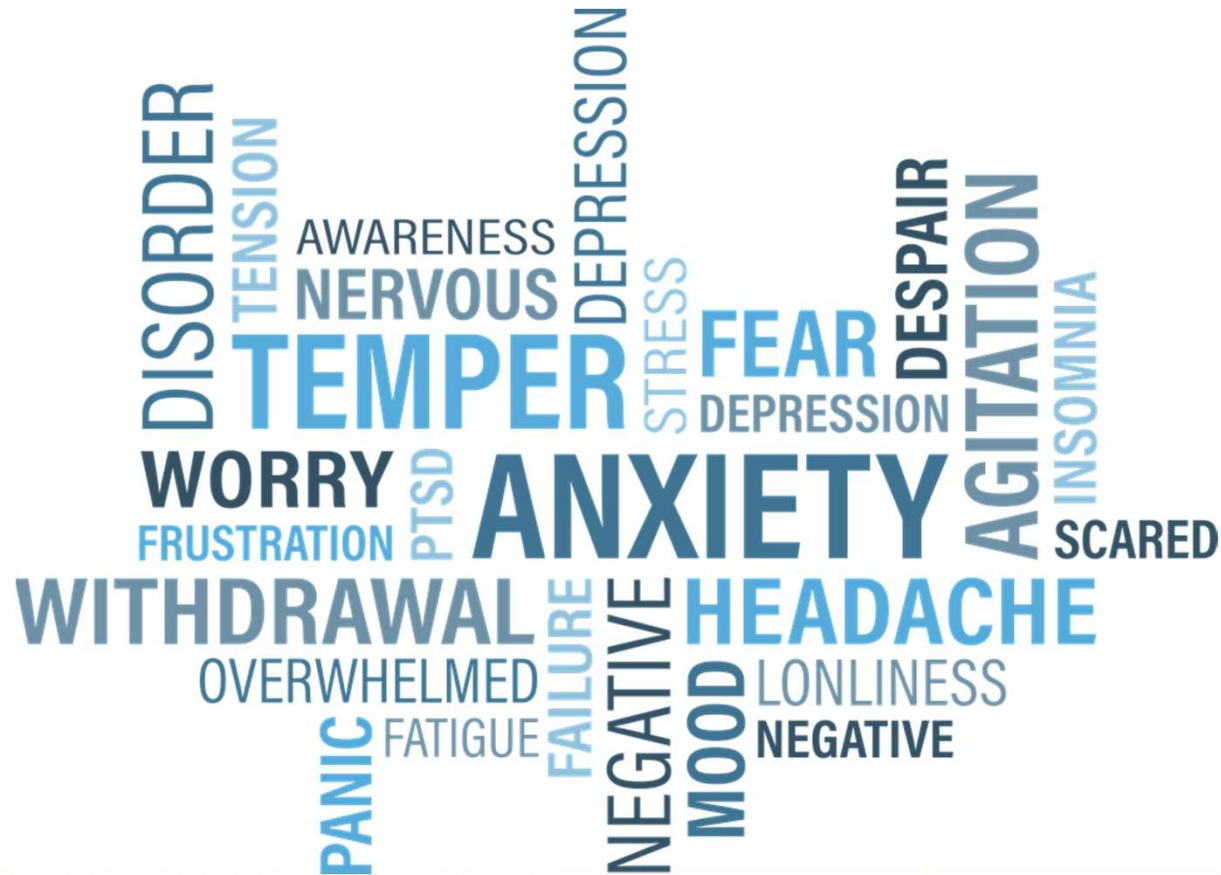
Microinvalidation

Negating the thoughts, feelings, or experiences of a person from another demographic group





## Responses to conversations about inequity



# Why should I care?



# Health Care





# Why should I care?





# Why should I care?



# **Privilege and Prejudice in Adult Literacy Education**

1. Believability

1. Leniency

1. Representation



# **Privilege and Prejudice in Adult Literacy Education**

4. Justification

5. Expectation

6. Inputs



# **Privilege and Prejudice in Adult Literacy Education**

7. Power and Agency

8. Safe Spaces

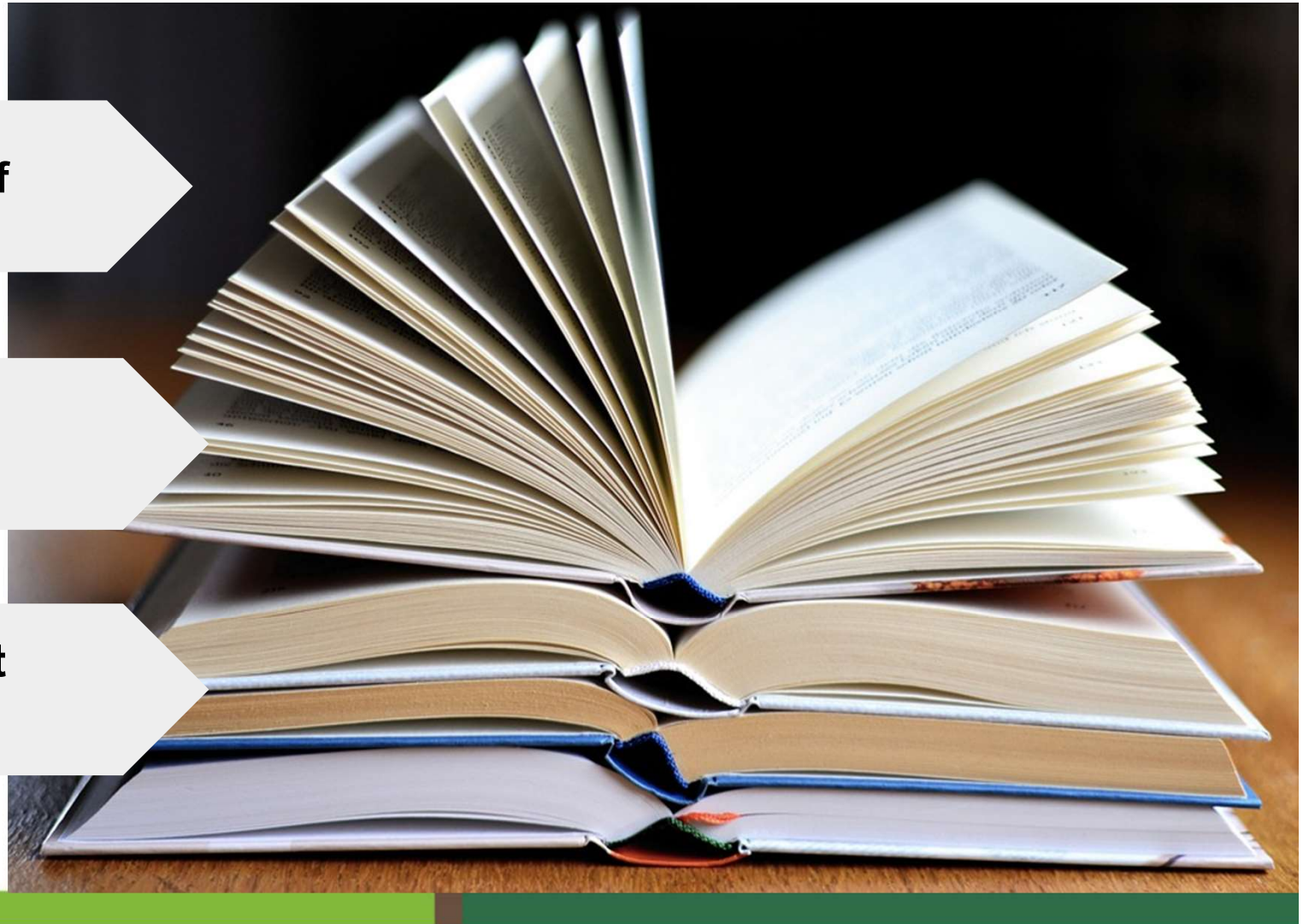
9. Denial



**Educate yourself**

**Call bias out**

**Focus on Impact**





**Stereotype  
Replacement**

**Counter-stereotype  
maging**

**ndividuation**



**Perspective Taking**

**Increased Interaction**

**Bridge the Divide**





**Question  
Everything**

**Examine patterns**

**Make Diversity a  
Goal**



## **Small Group Activity 3: What Can I Do?**



**Thank you so much! Questions? ? ?**

Carmine Stewart  
@DrCStewart  
@AspireCES

[aspire.educ@gmail.com](mailto:aspire.educ@gmail.com)  
216-262-3281 (cell)

