



Inclusive Communities: Exploring Implicit Bias

Implicit bias refers to the unconscious beliefs that we all have that influence the way we interact with other people. Understanding our own implicit biases is integral to creating just and equitable communities. This training explores the many ways implicit bias may show up in our relationships, communities, and sisterhood, and how we can create more inclusive communities that reflect our values.

The training can be found [here](#).

ACTION ITEMS

vp: membership or other EVC member

- Set a date, or dates, for the small group discussions to be held. Not all group discussions need to be held on the same day. However, all group discussions should be held prior to recruitment. Small group discussions should be 30-45 minutes in length.
- Assign small groups. Small groups should be no larger than 10-12 people.
- Assign small group facilitators. The facilitators do not have to be content experts on the topic. They will simply be tasked with utilizing the small group discussion prompts to lead conversation. Consider utilizing DG Dialogues facilitators!
- Ensure that each member of the chapter receives this guide along with their assigned small group discussion date, time, and location. Remind members that the training must be viewed prior to the small group discussion.

Members

- View the training and review the individual reflection questions below prior to attending the small group discussion.

DEFINITION OF TERMS

Below you will find the definitions for some commonly referenced terminology in the training.

affinity bias - our tendency to privilege or show preference for people like ourselves.

bias - a prejudice in favor or against one thing, person, or group compared with another, usually in a way that is considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

explicit or conscious bias - attitudes or beliefs that we have about a person or group that are known to us.

implicit or unconscious bias - attitudes or beliefs we have about a person or group that are not known to us. (Implicit and unconscious may be used interchangeably)



marginalization - the treatment of a person, group, or concept as insignificant or peripheral.

microaggression - the everyday, seemingly innocent verbal, nonverbal and environmental slights, or insults- whether intentional or unintentional- that convey hostile, derogatory or negative messaging to people based solely on an aspect of their identity, or perceived identity.

racism - prejudice against individuals from a specific racial group, either explicit or implicit. Implicit bias can lead to implicitly racist behavior, but many individuals harbor implicit biases without ever displaying overt racism.

REFLECTION QUESTIONS & DISCUSSION PROMPTS

Upon viewing this training, members will be asked to reflect on the information presented through both individual reflection questions and small group discussion prompts.

Individual Reflection Questions

The following reflection questions should be reviewed immediately after viewing the training. These prompts are meant to be completed individually to allow members to process the information and perspectives shared throughout the training.

*All people hold implicit or unconscious biases. **Do you believe you are aware of your biases?** If yes, what are they and how do they show up in your life?*

*How do our implicit biases cause harm? **Why can it be harmful to not recognize our own biases?***

*How might affinity bias show up in fraternal organizations? **How does affinity bias show up in Delta Gamma?***

How does implicit bias show up in each of the following environments?

Individual:

- *Your family*
- *Your friend groups*

Community:

- *Your college or university*
- *Your campus fraternity/sorority community*

Systemic:

- *Government*
- *Education*
- *Religion*

What are some strategies that you use to reduce your own bias?



Small Group Discussion Prompts

The following discussion prompts should be utilized during the small group meeting.

How does bias (implicit or explicit) show up in our chapter?

*How does affinity bias show up in the way we recruit new members? **What are some of the norms we have established in our chapter around recruitment that may create a barrier to entry?***

- *Think about requirements you may have around how members dress or present themselves (wearing all white, natural make-up, straightened hair, high heels, etc.) during recruitment.*

*How could your chapter rethink recruitment practices to reduce the effects of affinity bias? **How can we make sure that we are recruiting based on our values as opposed to our perceived similarities?***

- *Remember, affinity bias is when we give preferential treatment or privilege to folks who are similar to us. For example, routinely placing women from certain high schools higher on our lists.*

How might our chapter educate members on implicit bias?

*How do microaggressions show up in your chapter? **In the fraternity/sorority community?***

- *Think about themes parties and social events. Do any of these contain cultural appropriation?*

What are some strategies for making sure our groups and leaders within our groups represent a multitude of varying identities?