

ADDRESSING BIAS & TOKENISM IN THE RECRUITMENT EXPERIENCE

CHAPTER RESOURCE

DISCUSSION QUESTIONS

- Reflect and Share #1
 - What are your identities you think about the most?
 - What are your identities you think about the least?
 - When have you experienced, or witnessed harm or isolation as a result of one or more of your identities?
- Reflect and Share #2
 - How can bias impact the PNM experience during recruitment? The member experience? The Chapter?
 - How can tokenism show up during recruitment?
 - What impact can tokenism have on PNMs? On members?
- Reflect and Share #3
 - What actions will you take as a recruiter to prevent bias and tokenism?
 - What actions will you and your chapter take beyond recruitment?

WHERE CAN I LEARN MORE?

Websites

- Harvard University Implicit Association Test: <https://implicit.harvard.edu/>
- 1619 Project by The New York Times Magazine available [here](#).
- Look Different Bias Cleanse: <http://www.lookdifferent.org/what-can-i-do/bias-cleanse>
- Mahzarin Banaji's website, Outsmarting Human Minds, available [here](#).

Videos

- [Tokenism](#) by Noelle Prete
- [Implicit Bias: Peanut Butter, Jelly and Racism](#) - a PBS Series
- [Empathy vs Sympathy TED Talk](#) by Dr. Brené Brown
- [How to overcome our biases? Walk boldly towards them. TED Talk](#) by Vernā Myers

Articles

- Tokenism and 5 ways to Avoid it in Your DEI Efforts available [here](#)
- How does Implicit Bias Influence Behavior by Kendra Cherry available [here](#).
- Why our Brains See the World as "Us" versus "Them" by Neuroscience News available [here](#).
- How to Work with the Bias in Your Brain by Jill Suttie available [here](#).
- 15 Reasons Our Actions are Incongruent with our Diversity, Equity, & Inclusion "Values" by Christina Parle available [here](#).
- Six Signature Traits of Inclusive Leadership: Thriving in a Diverse New World by Deloitte University available [here](#).

- The Moment of Microaggression: The Experience of Acts of Oppression, Dehumanization, and Exploitation by Michael Dover available [here](#).
- What Privilege Really Means (And Doesn't Mean) – To Clear Up Your Doubts Once and For All by Maisha Z. Johnson available [here](#).
- What Is Tokenism, and Why Does It Matter in the Workplace? by Kara Sherrer available [here](#).
- Active Ways to Help Make Fraternity/Sorority Life More Inclusive by A. Hillard available [here](#).
- Ten Counterproductive Behaviors of Well-Intentioned People by Cody Charles available [here](#).

Books

- Blindspot: Hidden Biases of Good People by Anthony Greenwald and Mahzarin Banaji
- Confessions from Your Token Black Colleague: True Stories & Candid Conversations about Equity & Inclusion in the Workplace by Talissa Lavarry
- Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think, and Do by Jennifer L. Eberhardt
- The Person You Mean to Be: How Good People Fight Bias by Dolly Chugh
- Beyond Tokenism: Embrace a Sense of Belonging and Stand Out as an Inclusive Leader by Cecilia Ntombizodwa Mzvondiwa, Richard Aaron
- Uncomfortable Conversations with a Black Man by Emmanuel Acho
- Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do by Claude Steele
- Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias by La'Wana Harris
- Thinking, Fast and Slow by Daniel Kahneman
- 35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen the Diversity Gap by Maura Cullen
- So, You Want to Talk about Race by Ijeoma Oluo
- White Fragility: Why It's So Hard for White People to Talk about Racism by Robin DiAngelo

Podcasts

- NPR Interview with David Livingstone Smith author of *'Less Than Human': The Psychology Of Cruelty*, available [here](#).
- Podcast/Video Series: Uncomfortable Conversations with a Black Man with Emmanuel Acho available [here](#).
- NPR Code Switch! available [here](#).
- The New York Times, Nice White Parents available [here](#).
- The Mind Of The Village: Understanding Our Implicit Biases available [here](#).
- 'An Extraordinary Moment': Angela Davis Says Protests Recognize Long Overdue Anti-Racist Work available [here](#).
- With Friends Like These, hosted by Ana Marie Cox, who is a self-professed "well-meaning white woman" who explores all sorts of topics, not the least of which is white privilege and racism
- With Friends Like Episode: Stage Four Metastatic Racism available [here](#)
- All My Relations, with Matika Wilbur and Adrienne Keene; Episode: "Can Our Ancestors Hear Us?"
- Still Processing, with Wesley Morris and Jenna Wortham (New York Times); Episode: "Apology"; "M.J."
- The Sporkful with Dan Pashman; Episode: "When White People Say Plantation"
- Dear White Women Podcast, with Sara and Misasha; Episode: Interview with Crystal Echohawk; "Hate in America Part 1" and "Hate in America Part 2"; "Domestic Terrorism, Then and Now," a three-part series
- Yo, Is This Racist? by Andrew Ti and Tawny Newsome

Films and TV series

- Dear White People (Justin Simien) — Netflix
- Just Mercy (Destin Daniel Cretton) — Max
- Coded Bias — Netflix
- When They See Us (Ava DuVernay) — Netflix
- Gentefied (Marvin Lemus and Linda Yvette Chávez) — Netflix
- Grey's Anatomy: Season 14, Episode 10 "Personal Jesus" (Shonda Rhimes) — Hulu