

EMPATHY ON PURPOSE

A Look Into Implicit Bias + Microaggressions

LWVWI Virtual Statewide Training
Thursday, November 17, 2022 | 6:30 - 8:00 PM

Presented by:
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DISCUSSION QUESTIONS

In what types of situations do you find yourself allowing your brain to work on autopilot? How can you prevent this from happening?

How can you identify when your inner thoughts are not aligned with your values?

Have you experienced a time when your mental picture of someone did not match their appearance? How/why did you develop that mental picture? How did you handle the disconnect?

Consider a time when you felt an immediate connection with or had a strong preference for someone. How might similarity bias (your preference for someone you perceive is similar to you) have influenced your behavior towards them?

What techniques can you use to counteract the potential impact of similarity bias?

What community guidelines could we create for our local League to create a safe, inclusive, and empowering environment for every person in our community?

ROLE PLAY ACTIVITY

<https://friendsgc.wpenginepowered.com/wp-content/uploads/2022/02/Examples-of-Racial-Microaggressions.pdf>

Pass out copies of the Examples of Microaggressions handout. Give participants time to read them.

Tell participants that the next step will be to role play the microaggressions. There are lots of ways to do this. You could start at the top left of the page and ask for a pair of volunteers. Have them agree who will be the speaker, who the listener. For some of the examples they may need a third person. Have them come to the front of the room, or the center of the circle (to step out of themselves a bit), still/quiet themselves and enact the microaggression.

//Pause to let friends feel the impact.//

Ask for reflections.

Repeat with the next microaggression.

Alternatively, you could ask people to get into pairs, choose a microaggression, and decide who will be the speaker, who the listener. If they need a third person, find one.

Ask for a pair to volunteer to come to the front of the room, or the center of the circle (to step out of themselves a bit), still themselves, and enact the microaggression.

//Pause to let friends feel the impact.//

Ask for reflections.

Repeat until all pairs have enacted their chosen microaggression. This will probably result in repetition of some of the microaggression but perhaps different players will bring out different feelings about it.

Discussion

What did you learn from looking at these examples of microaggressions? How do microaggressions show up in our meeting?

In our collective experience, we assume that all of us have transgressed with microaggressions now and then. When you have realized that you have said something that could be offensive (whether or not the other person acted offended) what have you done or what can you do about it?

In the future, how would you change what you said and/or how you said it?

OTHER DEI ACTIVITIES

Using the DEI Lens to Strengthen Social Impact and Collaboration

<https://my.lvv.org/sites/default/files/leagues/wysiwyg/%5Bcurrent-user%3Aog-user-node%3A1%3Atitle%5D/using-diversity.pdf>

[Diversity Toolkit: A Guide to Discussing Identity, Power and Privilege](#)

DEI and Allies Cluster Breakouts

<https://my.lvv.org/sites/default/files/leagues/wysiwyg/%5Bcurrent-user%3Aog-user-node%3A1%3Atitle%5D/ken-league-day-break-out-on-dei-and-allies-123018.pdf>

