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Frank Wilson Professionalism Workshop
with Dr. Anne Phibbs



Strategic Diversity Initiatives
Training. Consulting. Direction.

From Authority to Ally: Making a Difference for Diversity and Inclusion

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Approach and Assumptions

- Diversity, equity, and social justice work is about creating community, which involves building trust through *careful listening, respectful disagreement, and taking risks*
- We are doing the best we can. Growth and learning can be uncomfortable; remember *it's ok to make mistakes* - we all do
- Individuals and organizations can – and do – grow and change, but it doesn't happen overnight; *this is lifelong work*
- Every person is capable of moving equity and diversity forward; *it is always about social identities AND personal values*
- *There is no "silver bullet"* and we don't have to fix everything immediately; so we need to do this work in a *strategic and sustainable way*. And taking care of ourselves as we do this work is critical.

AGENDA

- The Case for Diversity *and* Equity
- Understanding and Addressing Microaggressions
- Think/Pair/Share: Social Identities and Me
- Understanding and Addressing Implicit Bias
- Bias/Prejudice/Oppression/Privilege and Acting as an Ally
- Exercise: Next Steps

The Case for Diversity *and* Equity

From *How Diversity Makes Us Smarter: Being around people who are different from us makes us more creative, more diligent, and harder-working* by Katherine W. Phillips, *Scientific American*, October 1, 2014

- Decades of research by organizational scientists, psychologists, sociologists, economists and demographers show that *socially diverse groups (that is, those with a diversity of race, ethnicity, gender, and sexual orientation) are more innovative than homogeneous groups.*
- It seems obvious that a group of people with diverse individual expertise would be better than a homogeneous group at solving complex, nonroutine problems. *It is less obvious that social diversity should work in the same way—yet the science shows that it does.*
- This is not only because people with different backgrounds bring new information. *Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints, and to expect that reaching consensus will take effort.*

The Case for Diversity *and* Equity

- Women represent about 5% of Fortune 500 CEOs. People of color represent approximately 4% of Fortune 500 CEOs. **Therefore, only 9% of the biggest companies in the U.S. have CEOs who are not white men.**
- In a recent survey of over 5,200 newly employed workers, **black job seekers were offered significantly less compensation than whites by potential new employers.**
- Courts around the country are grappling with questions surrounding LGBT discrimination, including employment discrimination. **In July, 2017, the U. S. Justice Department announced that it does not consider workplace discrimination against LGBT individuals to be prohibited under federal civil rights law, putting it at odds with another federal agency, the Equal Employment Opportunity Commission.**

The Case for Diversity *and* Equity

The Southern Poverty Law Center (SPLC) is currently tracking *more than 1,600 extremist groups in the country.*

Hate crimes targeting U.S. Muslims rose 15% in 2017, the second year of increases, according to a April 2018 study by Council on American-Islamic Relations.

Experts are predicting a serious shortage of paid caregivers for people with disabilities and the elderly, exacerbated by low wages, high turn-over, and challenging working conditions.

In the 2017 legislative session, *16 states considered legislation that would restrict access to sex-segregated facilities (restrooms, etc) on the basis of a definition of sex or gender consistent with sex assigned at birth or “biological sex.*

In a 2016 JAMA study of over 1,700 men and women who’ve received K-awards, *66% of women said they’d experienced some form of gender bias in their career, compared to just 10% of men. 30% of the women said they’d experienced outright sexual harassment, including sexist remarks or behavior, unwanted sexual advances, bribery, threats, and coercion.*

Micro-inequities or Microaggressions

From Microaggressions: Power, Privilege and Everyday Life

microaggressions.com

This blog seeks to provide a visual representation of the everyday of “microaggressions.” Each event, observation and experience posted is not necessarily particularly striking in and of themselves. Often, they are never meant to hurt - acts done with little conscious awareness of their meanings and effects. Instead, *their slow accumulation during a childhood and over a lifetime is in part what defines a marginalized experience*, making explanation and communication with someone who does not share this identity particularly difficult.

Examples of Micro-inequities

- In the hospital where I take classes, there is a resident who never calls me by my name. **He always calls me “little wild critter;” even though I have told him not to do it...he just laughs it off when I get angry at him for it and tell him to stop.** I’m a 21 year old female medical student, he is a 27 year old resident. Makes me feel angry, disrespected, not taken seriously.
- Pretty much any time I leave the house in my wheelchair and go to a public place, people feel entitled to come up and ask me the most intrusive personal questions. **On a weekly basis, someone asks me: “What’s wrong with you?” People frequently talk over my head to my friends or family members like I am mentally impaired.** Many people have told me that they can relate to my disability because they were on crutches for several weeks with a sprained ankle or broken leg. **I’m 27 years-old and the comments are always the worst in big cities and on public transportation.** Makes me feel anxious, frustrated, angry, and sad.

Examples of Micro-inequities

- **Lecturing physician: “Any of your fathers orthopedic surgeons?” 10 minutes later... Are any of your mothers or sisters hospice nurses?”** In a medical school lecture -made me feel like traditional gender roles still dominate, even in a mixed gender graduate school class.
- **Are you a man or a woman?”** Repeatedly, everywhere.
- **My advisor at a top medical school told me that in order to advance professionally, I should act more like what people expect from an Asian woman - more demure.**
- **A friend is trying to describe me as a dumb loudmouth and says that I am a “mix between a southern hick and a New York Jew.”**
- **I was standing in the cafeteria of a major academic medical center wearing shirt, tie, and the same white coat that all my medical school classmates wear (with stethoscope). An older white lady tapped me on the shoulder and asked “Excuse me do you work here? I’m trying to find the soups...” and even once I fully turned around it never occurred to her that I am a medical student, not a cook. I am a black male medical student in a major Northeast academic medical center.**



Examples of Micro-inequities

- When taking our biracial son to the emergency room, my African American husband makes mention of his urethra when discussing my son's illness. **The white, middle aged male doctor says to him, "Where did you learn that word?" as if there is no way that my husband could know such a medical term.** Made me feel angry, insulted, and degraded.
- While working as a tutor at a charter high school that is predominantly African American, a young boy asks me (a Black female) if I could give him information about becoming a doctor. He knows I am slated to go to medical school early the next year and has always wanted to become a surgeon. I'm delighted and give him lots of information. The next day I am told to go to the office.

The director of the tutoring program (a White female) was angry that I would tell a young student of a charter school to go into an "academic," field of study. When I asked why, she says, "We don't want to give them false hope. Many of them are lucky to get into a technical field, like HVAC or refrigeration. Why should we give them a false sense of security that they can survive the rigors of college?" I was floored, stunned and angry.

Examples of Micro-inequities

- *Coworker:* So you were born and raised here? *Me:* Yeah. *Coworker:* And you're STILL Muslim? **At my first day of training at a new job, where he was trying to explain that Islam "has too many rules" for an American to follow.** It makes me feel sad to have to deal with more determined ignorance of Islam.
- Any time I (female identified) see the doctors at my college's health service clinic.

Doctor: Are you sexually active? **Me:** Yes.

Doctor: Is there any chance you could be pregnant? **Me:** No.

Doctor: Are you taking birth control pills? **Me:** No.

Doctor: Do you use condoms? **Me:** Nope.

Doctor (beginning to look concerned): Is there a medical reason you can't become pregnant? **Me:** Not that I'm aware of. **Doctor (looking even more concerned, now speaking in a condescending tone):** *Then how do you know there's no chance of pregnancy?*

Me: *Last I checked, my female partner would have a hard time pulling that off.*

Think/Pair/Share: Social Identities and Me

Consider your own social identities, and the communities in which you have lived, worked, and played.

- With what communities are you most comfortable? What identities do you know the most about?
- Are there particular identities and communities with which you are less comfortable and/or familiar?
- Have you ever witnessed or experienced a microaggression/micro-inequity? If so, what happened?

Implicit/Unconscious/Unexamined Bias

“Unexamined bias is a form of stereotyping that is often *unintentional, automatic, and outside of our awareness*. Often contradicting to our conscious beliefs. Also called subtle or implicit bias. Framing it specifically as “unexamined” puts onus for change on the person who harbors or acts on bias, holding them accountable.”

Center for Institutional Change, University of Washington

Video Clip on Implicit Bias:

Check Our Bias

to Wreck Our Bias

Resources

Project Implicit

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.

implicit.harvard.edu/implicit/research

2017 State of the Science: Implicit Bias Review

Kirwan Institute for the Study of Race and Ethnicity, Ohio State University

kirwaninstitute.osu.edu

Research on Implicit Bias

“Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination,” (Bertrand & Mullainathan, *American Economic Review*, 2004)

- Stereotypical “white” vs. “black” names (in a U.S. context); otherwise identical resumes
- *Resume with “white” names had 50% more callbacks*
- Many other studies, including those dealing with housing, health care, online sales, and perceptions of risk and safety, have demonstrated that *people of all racial identities demonstrate a pro-white and anti-black bias*

Research on Implicit Bias

“Science faculty’s subtle gender biases favor male students,” (Moss-Racusin, Dovidio, Brescoll, Graham & Handelsman, PNAS, 2012)

- Male & female science professors asked to review apps for lab manager position
- Both male & female professors *rated male applicants more competent, more hireable, more suitable for mentoring, and offered males higher salaries*
- As with race-focused research, *people of all gender identities demonstrate a pro-male and anti-female bias*

Research on Implicit Bias

“Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States,” (Tilcsik, *American Journal of Sociology*, 2011)

- Resumes identical except for which campus organization was listed; resumes sent for 5 different occupations in 7 states
- Overall, *applicants who listed a gay campus organization vs. a more generic campus organization had 40% fewer callbacks*, with largest difference in Ohio, Texas & Florida (compared to California, New York, Nevada and Pennsylvania)
- *This does not demonstrate overt anti-gay bias, but implicit or unconscious bias against openly gay candidates*

Research on Implicit Bias

“Attitudes towards individuals with disabilities as measured by the Implicit Association Test: A literature review”, Wilson and Scior, 2013

- 17 articles were reviewed, focusing on physical disabilities (N=13), intellectual disabilities (N=3), both physical and intellectual disabilities (N=1), and 'unspecified disabilities' (N=1)
- A consistent pattern of **moderate to strong negative implicit attitudes towards individuals with disabilities** was evident.
- Across all studies, **moderate to strong negative implicit attitudes were found** and there was **little to no association between explicit and implicit attitudes.**

What Can We Do? Acting as an Ally

*An ally is someone who is willing to **pay attention to** – and **take action around** - the social, economic & political differences and inequities that attend to **people** based on distinctions of race, ethnicity, age, class, sexual orientation, gender identity & expression, disability, religious or spiritual identity, and nationality (this is not an exhaustive list)*

Bias/Prejudice/Oppression/Privilege

- **PREJUDICE:** preconceived judgment or opinion; an *adverse opinion or leaning formed without just grounds* or before sufficient knowledge
- **OPPRESSION:** the *exercise of authority or power* in a burdensome, cruel, or unjust manner
- *Institutional Power + Bias/Prejudice = Oppression*
- Important to understand the difference between individual bias or prejudice and *institutional racism, sexism, heterosexism, ableism*, etc.
- *All people do not have the same ability to create institutional barriers, such as laws, policies, traditions, media images, etc.*

Bias/Prejudice/Oppression/Privilege

Oppression refers to the (historical) institutional & attitudinal barriers that have been applied unequally to the members of one social group over another, for example, Jim Crow laws mandating “separate but equal,” Don’t Ask Don’t Tell military policy, requiring Title IX to ensure girls’ and women’s participation in education and sports; lack of access prior to Americans with Disabilities Act (ADA), among many others.

If members of certain social groups face attitudinal, physical, economic, political, and educational barriers (e.g., people of color), **then those of us not facing these barriers maintain rights, benefits – privilege – by virtue of not belonging to certain social groups** (e.g, people who are white, male, heterosexual, able-bodied, etc.)

What Can We Do? Acting as an Ally

- No one person is completely marginalized nor completely privileged. In 21st century U.S. society, *most of us have complex identities involving both marginalization & privilege.*
- Allies *move past shame, guilt, and blame, working to understand how privilege works in their life*, as well as how marginalized “others” are perceived through stereotypes & cultural myths.
- Anyone can become an ally to people with less privilege & institutional power, but it first *requires an understanding of one’s own social identities.*
- *“Being an ally” is an on-going process that involves self-reflection, an openness to new ideas, a willingness to listen to people’s lived experiences, a commitment to on-going education, and a willingness to take action & take risks.*



One Example: Acting as an Ally

Dr. Joy DeGruy in
*Cracking the Codes:
The System of Racial Inequity*
(Shakti Butler, 2012)

Exercise: Next Steps

At your tables, discuss the following questions:

- ***How might microaggressions and implicit bias play out here, at the UNC School of Medicine?*** Be specific and consider interactions between and among faculty, staff, students, and patients.
- ***What next steps can the UNC School of Medicine take*** to create a more welcoming, accessible, and inclusive environment? Be specific.
- ***What next steps can you take*** to create a more welcoming, accessible, and inclusive environment? Be specific.

Thank You!

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