

# WIOA Partner Team Training

## October 14, 2019

Changing Face of Iowa and Unconscious Bias Training

# Agenda

- Overview of WIOA Title 2 Services providing services to Immigrants and Refugees
- Changing Face of Iowa-Dr. Mark Grey, University of Northern Iowa
- Panel of Immigrant and Refugees sharing their experiences
- Addressing Unconscious Bias-Claudia Schabel
- Follow Up Activities:
  - Take the Unconscious Bias assessment
  - Complete additional activities suggested by Claudia to continue the discussion and awareness.

# Changing Face of Iowa-Highlights

- Iowa is no longer a “rural” state as 52% of population reside in urban areas.
- Iowa has changed from bilingual communities (English/Spanish) to micro plurality or super diversity. For example, 54 languages spoken at Marshalltown High School.
- 1993-2008-Latino Boom in Iowa
- 1/3 of Iowa counties have been losing population since 1900. About 1/3 of Iowa Counties had their highest level of population on or before 1900.
- 2<sup>nd</sup> Generation Hispanic women fertility rates are just slightly above white women, a reduction from 7 live births per women for 1<sup>st</sup> generation. This reduction in fertility rate is due to 2<sup>nd</sup> generation completing high school and choosing to delay birth to mid-20s versus as teenagers.

# Changing Face of Iowa-Highlights

- 2008-Decline in immigration rates for Iowa. Has been in reverse for 10 years.
  - Postville raid changed hiring practices.
  - Recession in US began in 2008
  - Central Mexican economy improved
  - Recession reduced new housing while were primarily built by immigrant labor
  - Coyote business fell to the cartels making it more dangerous
  - Increased risk of not getting hired once arriving as well.
- Micronesia, Marshall Islands and Palao are the largest incoming group currently. Coming here because of rising sea level is destroying their freshwater supply, driving them off islands.

# Addressing Unconscious Bias-Claudia Schabel

- Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group or institution and can have negative or positive consequences.
- Unconscious Bias refers to a bias that we are unaware of and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick assessments and judgments.
- Key take away: Make sure we bring in diversity to avoid confirmation bias. Especially bring in diverse team members into hiring committees, employee professional development, product development, and policy development.

# Participant Guide



## Addressing Unconscious Bias: Are You More Biased Than You Think?

# ACTIVITIES & NOTES

## I. Introductions

## II. Activity: Circle of Influence

### III. Terms defined:

**Diversity** is expressed in myriad forms including, but not limited to, race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origins, religious commitments, age, disability status, ways of thinking and political perspective.

**Equity** the quality of being fair and impartial.

**Equality** the state of being equal, especially in status, rights, and opportunities.

**Inclusion** the action or state of including or of being included within a group or structure. **Inclusion** is about leveraging diversity. It is about making everyone feel, individually and collectively, respected, enabled to do their best work together and have a sense of belonging. It is about committing to pursuing deliberate efforts to make your organization a place where differences are welcomed, and where diverse perspectives are respectfully considered.

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

**Unconscious bias** refers to a bias that we are unaware of and which happens outside of our control. It is a **bias** that happens automatically and is triggered by our brain making quick assessments and judgments.

**Racism** is a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race and a doctrine, political or social system based on the assumption of racism and designed to execute its principles.

## ACTIVITIES & NOTES

**Stereotypes** are widely held but fixed and oversimplified images or ideas of a person, groups of people or thing.

**Microaggression** is a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

**Discrimination** the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

**Prejudice** is when a person negatively pre-judges another person or group without getting to know the beliefs, thoughts, and feelings behind their words and actions. A person of any racial group can be prejudiced towards a person of any other racial group. There is no power dynamic involved.

**Bigotry** is stronger than prejudice, a more severe mindset and often accompanied by discriminatory behavior. It's arrogant and mean-spirited, but requires neither systems nor power to engage in.

### IV. Activity: Case study

- A. You have a job opening on your team. As you review the last two top candidates for the open position, you realize that although both candidates have the needed/required qualifications and experience, one of them might not be a good culture fit. You decide to hire the candidate that seems to fit in better with the team and the organization.
- B. You are in a meeting and before the boss comes in, there is a general feeling of camaraderie with many jokes. You suddenly realize that a sexist joke has been told, and as you look up, you see the face of the person who has been slandered. You realize she has been hurt by the joke. There is an awkward silence for a moment and then general sports banter takes over and the subject is changed.

### Questions:

How do conscious and unconscious thoughts or assumptions shape decisions and perceptions?

What privileges, biases, and cognitive shortcuts did you observe?

What would you do differently?

# ACTIVITIES & NOTES

## V. Wrap Up

- 1) What is the most important takeaway for you today?
- 2) How do you plan to apply your learnings at work?

## Call to Action

Platinum rule: Treat others the way they want to be treated.

## Reflection

1. Is my opinion based primarily on facts?
2. What evidence do I have?
3. Have I solicited feedback from others?
4. Am I open to new ideas?
5. Who is not represented at the table?
6. Am I intentionally including others?
7. Are my behaviors aligned with my core values?

## Ted Talk (VIDEOS)

[What does my headscarf mean to you?](#)  
[Color blind or color brave?](#)  
[Understanding My Privilege](#)

## Key Takeaways

1. Recognize that unconscious bias is a human condition versus simply personal flaws. We will always have biases.
2. The negative impact of unconscious bias on employee engagement, morale, mental health, job performance, and organizations' bottom line is undeniable. Biases can be as damaging as overt and blatant forms of discrimination.
3. To address unconscious bias, organizations need to invest into multiple solutions to drive systemic changes and build an inclusive/unbiased organizational culture.
4. Individuals need to develop awareness and skills to mitigate unconscious bias in the workplace. Awareness alone is insufficient.
5. Develop and deploy your own strategies to address unconscious bias in the workplace.

## STRATEGIES TO MITIGATE UNCONSCIOUS BIAS



Hold yourself accountable.

- A. It starts with you. Learn your unconscious bias by taking the Harvard Implicit Bias assessment online. Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>
- B. Be transparent, collaborative and inclusive of others.
- C. Slow down. Delay your decision making process when stressed or multitasking.
- D. Practice mindfulness.
- E. Be curious and seek to clearly understand situations and other perspectives before reaching conclusions.
- F. Seek feedback on your processes.
- G. Empathy-related techniques like perspective taking-prompting people to consider the experiences of individuals who are different from themselves.
- H. Adopt an identity-conscious perspective

Help create a culture of accountability.

- A. Find your voice and call out unconscious bias in a respectful and authentic manner.
- B. Debunk stereotypes with information.
- C. Establish step-by-step protocols, including clear criteria, for decision making.
- D. Ensure that everyone involved in a decision-making process has the same interpretation of key facts and criteria involving the decision.

Contact [schabel@schabelsolutions.com](mailto:schabel@schabelsolutions.com) to schedule a complimentary 30-minute strategy consultation.