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June 21, 2019

# Power of Culture Change

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# You have a paper on your table

- Don't turn it over until I ask you to
- When I ask you to turn it over you will have 45 seconds to answer the question on the paper with as many answers as you can come up with

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GO!

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- STOP!

- Count up your number of answers and write it down on the back of the paper in spot where it says sum total

# The questions were not exactly the same

**Please list as many white things as you can**

_____	_____	_____
_____	_____	_____

**Please list as many white things as you can**

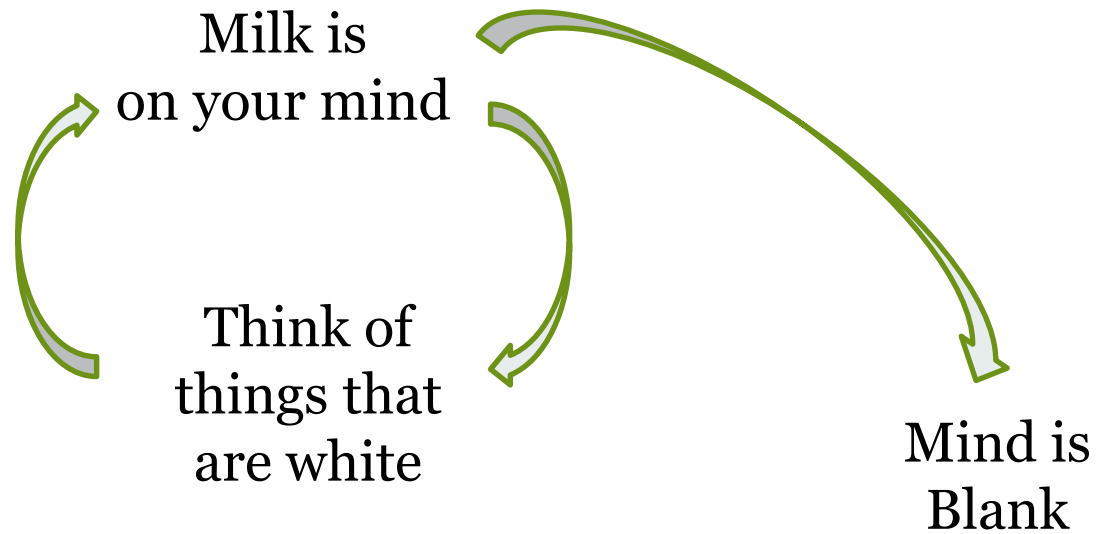
(For Example:)

Milk

Snow

_____	_____	_____
_____	_____	_____

# Inhibition



# Idea/Goal Inhibition



# How is this an issue in real life?

What is the second leading cause of firefighter deaths on the job? (heart attacks are #1)

Vehicle accidents (20-25% of firefighter deaths)

79% were not wearing seatbelts

Goal: Getting to fire quickly, prepared to fight the fire. Do this really well, but tunnel on this goal, and neglect other things



How is this an issue in real life?

Can you think of a time in which goal/idea inhibition got in the way of success of your local League's work?

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## THE BRAIN

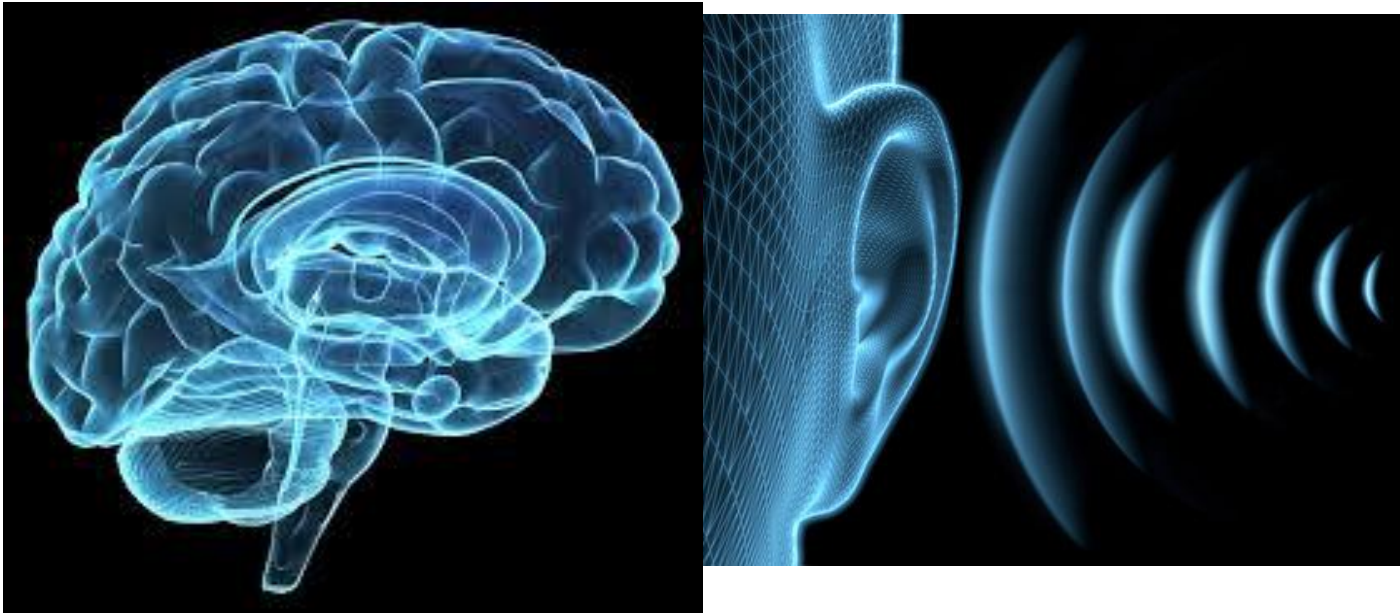






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## THE BRAIN AND SOCIETY



## OUR BRAINS CAN QUICKLY CATEGORIZE

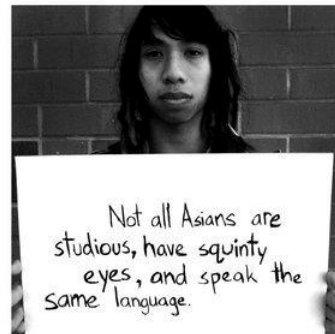
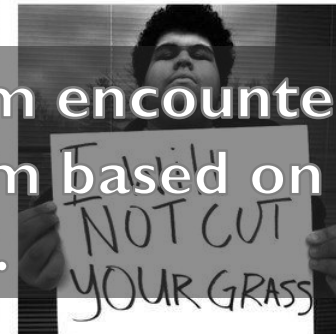
- It happens faster than our conscious awareness
- Beliefs can get hardwired into this cognitive process, which allows us to skip gathering new data



OBSERVATION → ACTIONS



It only takes 7 seconds from encountering someone to stereotype them based on their appearance.



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# IMPLICIT BIAS

How to spot it:





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## HOW IMPLICIT BIAS SHOWS UP

We all have implicit bias.

Accepting (*rather than denying*) this reality provides us the opportunity to course-correct and be more conscious, equitable and inclusive in:



Our  
**EXPECTATIONS**

# IMPLICIT BIAS IN HOW WE **EVALUATE** PEOPLE

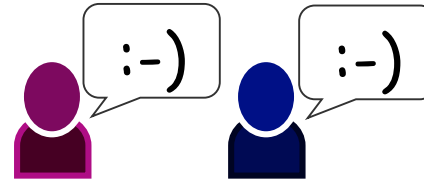
How to spot it:



“Like-me” Filter



“I like you” Filter



Dominant culture Filter



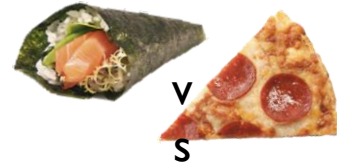
The more a person fits as: athletic/skinny, cisgender, white, wealthy, with pedigree, etc., **the more we assume the best about their skills.**

# IMPLICIT BIAS IN OUR EXPECTATIONS

Be intentional about PTR:

**P**REFERENCES

*"It's just a preference."*



**T**RADITIONS

*"It's just how we've always done it."*



 **R**EQUIREMENTS

*"We need 300k votes to win"*



SOURCE: Here's EY's Simple But Effective Strategy For Increasing Diversity, by Grace Donnelly, 2/10/17

## NO NEUTRAL PATH

**Status quo:** results include inequity, exclusion, and a disproportionate turnover marginalized individuals

**Outstanding Org Results!**  
Organizations where those with diverse/traditionally marginalized identities can thrive!

**Autopilot:** The practices and policies that we've always used

**Equitable and inclusive practices and policies to achieve results**

**Choice Point**

**race forward!**  
THE CENTER FOR RACIAL JUSTICE INNOVATION

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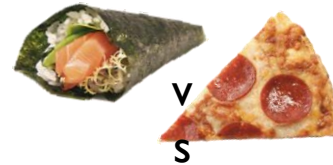
**BE EXPLICIT**



# PUTTING PTR INTO PRACTICE

## PREFERENCES

*"It's just a preference."*



## TRADITIONS

*"It's just how we've always done it."*



## REQUIREMENTS

*"We need 300k votes to win"*



SOURCE: Here's EY's Simple But Effective Strategy For Increasing Diversity, by Grace Donnelly, 2/10/17

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## Small group break-outs (based on last name)

A-B: N3.694

C-G: N3.845

H-K: N4.666

L-N: N4.372

O-S: N4.457/459

T-Z: N4.583

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# Report Backs



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Content of this presentation attributable to The Management Center ([www.managementcenter.org](http://www.managementcenter.org)) and ideas42 ([www.ideas42.org](http://www.ideas42.org)).