How Identity, Intersectionality, & Unconscious Bias Impact Our Work, Our Lives, & the World Around Us

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BEHERENOW
LIVE LEARN LOVE
WHO ARE YOU
# Community Norms

1) **Speak from the “I”**  
- Address the topic, not the person speaking.

2) **Speak from a place of love and respect**  
- Start your comments with phrases like “Thank you for sharing!” or “Tell me more about _____.”

3) **Give everyone the opportunity to speak**  
- Try not to interrupt someone who is speaking.

4) **Assume everyone in this space has good intentions**  
- Don’t feel like you can’t say anything for fear of saying something wrong.

5) **Use simplified words & phrases**  
- Be prepared to describe a term/concept/acronym.

6) **Confidentiality**  
- What is said here, stays here. What is learned here, leaves here.
Agenda

- What is DEIJ/J.E.D.I.
- Identity, Intersectionality, & Bias
- J.E.D.I. + Higher & International Education
- Tools and a Call to action!
What is J.E.D.I.?
Justice – Working to dismantle & replace systems and structures of inequality, restoring dignity and promoting accessibility.
Equity – Providing fair access with respect & dignity.
Diversity – Increasing representation of historically underrepresented peoples and understanding the strength others bring to the table.
Inclusion – Creating a culture of belonging for all people, especially for those who have historically been excluded (due race, gender, sexuality, or ability).
Identity and Intersectionality

JEDI WORKSHOP - PART I
Identity

WHO AM I?
# The “Big 8” Identities

<table>
<thead>
<tr>
<th>Race</th>
<th>Ethnicity</th>
<th>Gender Identity</th>
<th>Sexual Orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability</td>
<td>Religion</td>
<td>Nationality</td>
<td>Socioeconomic Status</td>
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What makes up your personal/social identity?
Intersectionality

WHAT IS INTERSECTIONALITY?
DO YOU SEE IT IN YOUR OWN LIFE?
Have you ever experienced any difficulties at home or while traveling due to your Intersectionality?
How does Intersectionality impact students studying abroad or int’l students coming to the US?
In what ways could we help prepare our students for how their Intersectionality may impact them?
Unconscious Bias

JEDI Workshop – Part II
Common Causes of Cognitive Bias

- Limits on the mind’s attention
- Individual motivations
- Mental shortcuts called “heuristics”
- Social pressure
- Emotions
FOMO

Fear experienced by individuals when faced with the thought that they might miss out on a social occasion, a new experience, a profitable investment or a satisfying event.
ANCHORING

Individuals depending too heavily on an initial piece of information offered to make subsequent judgments during decision making.
• **CURSE OF KNOWLEDGE**

  Occurs when an individual, communicating with other individuals, unknowingly assumes that the others have the background to understand.
HINDSIGHT BIAS
The tendency of people to overestimate their ability to have predicted an outcome that could not possibly have been predicted.
PESSIMISM BIAS
The overestimation of the probabilities and harmful effects of negative future events.
CONFIRMATION BIAS

People’s tendency to process information by looking for, or interpreting, information that is consistent with their existing beliefs.
SOCIAL PROOF
Happens when people copy the actions of others in an attempt to undertake behaviour in a given situation.
HALO EFFECT
The tendency for positive impressions of a person in one area to positively influence one's opinion or feelings in other areas.

HE IS HANDSOME!
... DEFINITELY A MODEL
SELF-SERVING BIAS
A common habit of a person taking credit for positive events or outcomes, but blaming outside factors for negative events.
FUNDAMENTAL ATTRIBUTION ERROR

Individual's tendency to attribute another's actions to their character or personality.
Actor-Observer Bias

Can't believe he left our post-meeting discussion!

What's he stomping off about now?

...personality flaw

...not a team player!

missed lunch... hope I have time to go to the bathroom before my next meeting...
Actor-Observer Bias

United Features Syndicate, Inc.
Perception bias

Perception bias is the tendency to form simplistic stereotypes and assumptions about certain groups of people.
Groupthink Bias - The 8-Step Checklist

1. **Illusions of invulnerability** - lead group to be overly optimistic and engage in risk-taking.
2. **Unquestioned beliefs** - lead to ignore possible moral problems and ignore the consequences of actions.
3. **Rationalizing** - prevents reconsidering of beliefs and causes ignoring warning signs.
4. **Stereotyping** - in-group ignores or even demonizes out-group members who may oppose or challenge group’s ideas.
5. **Self-censorship** - causes people who have doubts to hide their fears or misgivings.
6. **“Mindguards”** - self-appointed censors to hide problematic info from the group.
7. **Illusions of unanimity** - leads to believe everyone agrees and feels the same.
8. **Direct pressure** to conform often placed on those who pose questions, and those who question are often seen as disloyal or traitorous.

Research shows GT strengthens when members are very similar, increasing if there is a powerful & charismatic leader. Groupthink can happen when there is stress or where there is a moral dilemma, especially if decision is rushed, can lead to poorer decision making and outcomes.
Where do you see bias (or potential bias)?
- Students?
- Staff?
- Faculty?
- Policies?
- Procedures?
- Partners?
- Elsewhere?
We must identify our own biases to improve our mindsets, policies, procedures, programs, & services for the students.
"Intelligence plus character – that is the goal of true education."

- Dr. Martin Luther King, Jr.
J.E.D.I. IN INTERNATIONAL EDUCATION

JEDI WORKSHOP – PART III
AREAS OF FOCUS FOR PROGRAM DEV

- JEDI-Based Programming (Panels, PDO, Re-Entry)
- Faculty-Led Programs
- Affiliate Partnerships with JEDI-Focus
- Strategic Exchange Partnerships
- Program Support for Underrepresented Students
AREAS OF FOCUS FOR FACULTY/STAFF

- Supporting Faculty Program Leaders
- Developing JEDI-Based Programs with Faculty
- Training Staff for JEDI Preparedness
- Collaborating with Faculty from Underrepresented & Marginalized Identities
AREAS OF FOCUS FOR STUDENTS

- Streamlining Policies & Procedures for Access
- Increasing Underrepresented & Marginalized Identities
- Creating Scholarships for Student Identities
- Preparing Students for DEI at Home & Abroad
- Supporting Student Identities
J.E.D.I. TOOLS FOR IMPLEMENTATION

- **Training** – Skillsets, Savvy, Scholarly
- **Representation** – Staffing, Social Media, Selection Processes
- **Authenticity** – Straightforward, Supportive, Sincere
- **Visibility** – Signage, Signatures, Showing Up
- **Evaluation** – Specify Goals, Survey, Assessment
- **Leadership** – Supervision, Strategize, Sanctioning
May the

F – Fostering an

O – Openhearted,

R – Respectful

C – Community with

E - Empathy

be with you!
Thank you!

Connect with me!

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