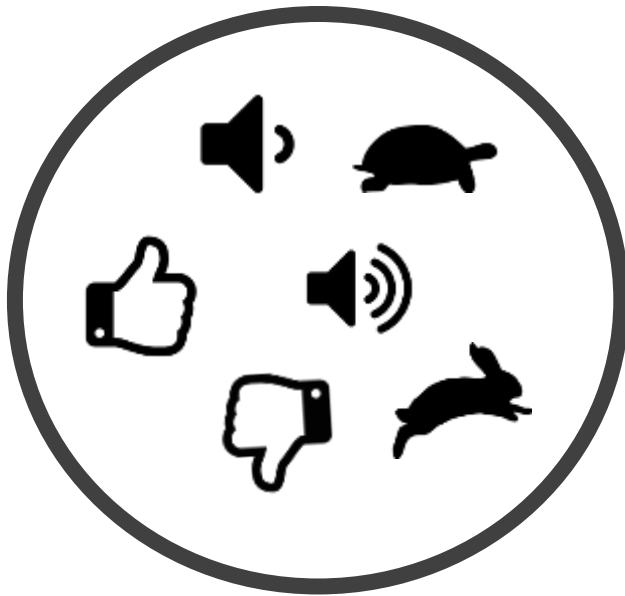**Ally Training Online Workshop**

Discrimination & Bias through an LGBTQ Lens

November 21, 2017 ▪ 2:00 – 3:30 PM, ET

Before We Begin

During the webinar…
Offer feedback!

After the webinar…
Survey, Slides & Recording

Questions?

Use the chat box at any time...

Or wait until the end!

Introductions: Facilitator 1

Héctor E. Rodríguez-Simmonds, MSECE
hers@purdue.edu
PhD student in Engineering Education at Purdue University.

Lately my hobbies include working on my moped, playing PC simulators, building puzzles, and playing with Legos.

Introductions: Facilitator 2

Kelly J. Cross, PhD

Research Faculty,

Department of Bioengineering

University of Illinois Urbana-Champaign

Urbana, IL

Hobbies:

Swimming, billiards, and martial arts

Introductions: Facilitator 3

Mahesh C Aggarwal

Professor and Chair,

Mechanical Engineering Department

Gannon University

Erie, PA

Hobbies:

Cooking, gardening, and travelling

What brought you here today?

Learning Objectives

- What is *privilege* and how do I recognize my own?

- What are *bias* and *microaggressions*?

- How do I respond to bias or disrupt microaggressions?

- What is *inclusive language*?

- How do I incorporate inclusive language?

Privilege is an unearned benefit

What is it?

- Lottery of life places you in privileged positions
- **Unearned** benefit or advantage received in society by nature of your identity

Privilege is *relative* to you

- We all experience our privilege in **+** and **-** ways and at differing magnitudes
- Our identities, and thus our privilege, are intersectional and complex

Systems of privilege hurt us all

Your privileges hurt you

- If you have privilege – you need to be in a box, expectations placed upon you, less freedom and independence
- Example: Male privilege benefits me in many ways but it restricts me into a tiny box of masculinity

Your privilege does not define your character, your actions do

- Systems of privilege are hurtful and oppressive to those who don't share this privilege
  - Example: It's more difficult to find people of color LGBTQ+ role models in my engineering department

Gaining awareness of our privilege

- **Why is it important to recognize my privilege?**
  - Because the service it brings to you is limiting
  - Understand our positionality and how we implicitly participate in systems that benefit and oppress individuals based on identities

- **How can I become more aware of my privilege?**
  - Communicating and **listening** to others

- **Some categories of privilege**
  - Racial, sexual (orientation), gender, economic/social status, religion, ability, immigration status, language, (access to) education, cisgender, passing

Privilege can play into our biases

- Bias is defined as **prejudice** in favor of or against one thing, person, or group compared with another.

Bias Characterized

…unconscious

…implicit

…unintended

WARNING
YOU MAY BE
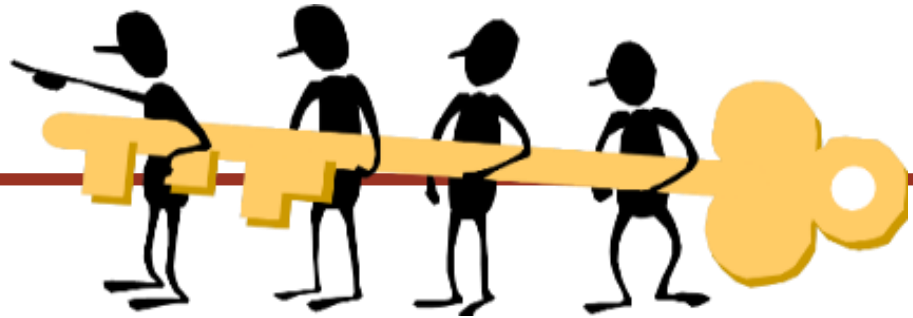IN A
BLIND SPOT

Cognitive Bias

Confirmation

Bandwagon

Negativity

KEY POINTS

- We are all biased.
- We can reduce bias.
- Who we are shapes what we see and respond to.
- Reducing bias takes ongoing attention and effort.
- Bias is reduced by mindful vigilance and practice.
- Challenge the biased behavior, not the person.
- We can't do it alone—engage others!

Bias and Microaggressions

Microaggressions

- **Subtle** often unrecognized commonplace verbal or behavioral (nonverbal) indignities, whether intentional or unintentional, which communicate **hostile**, derogatory, or negative slights and insults to a group.
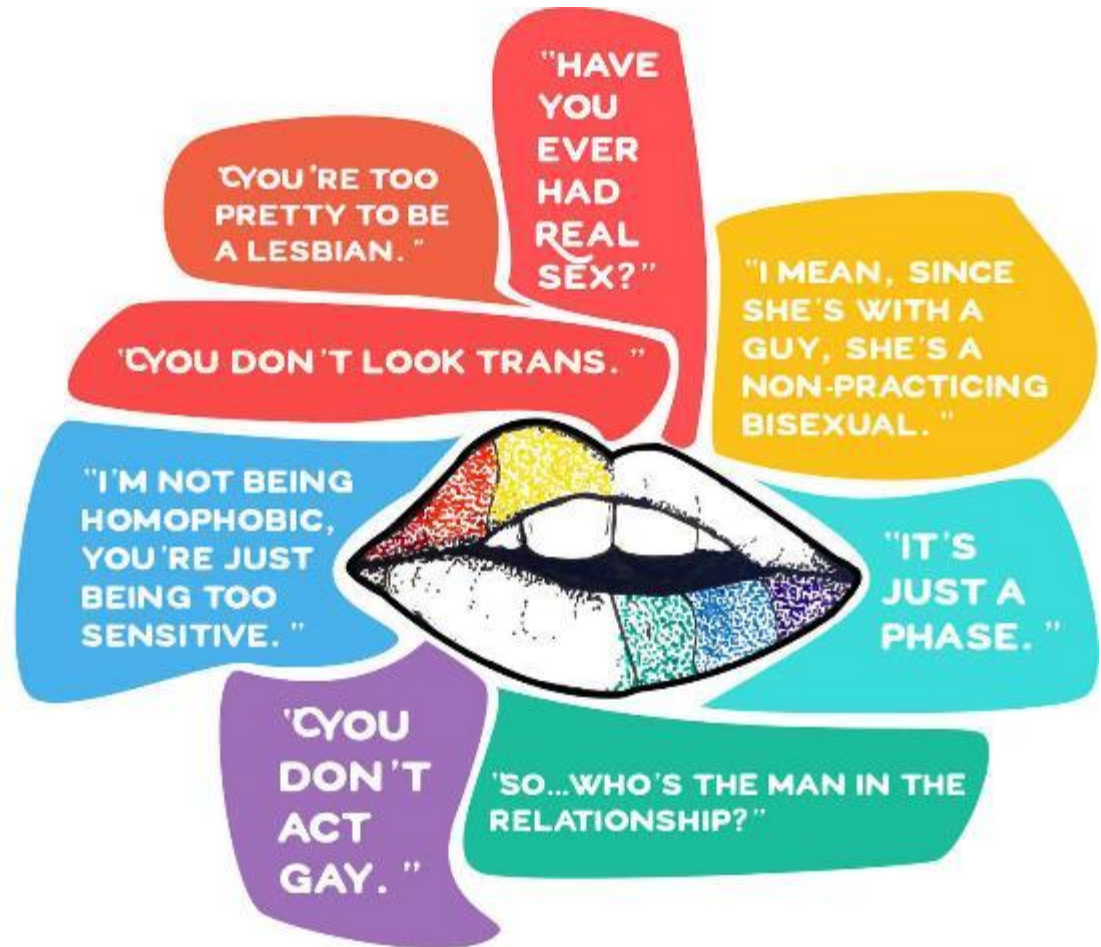
Microaggressions Characterized
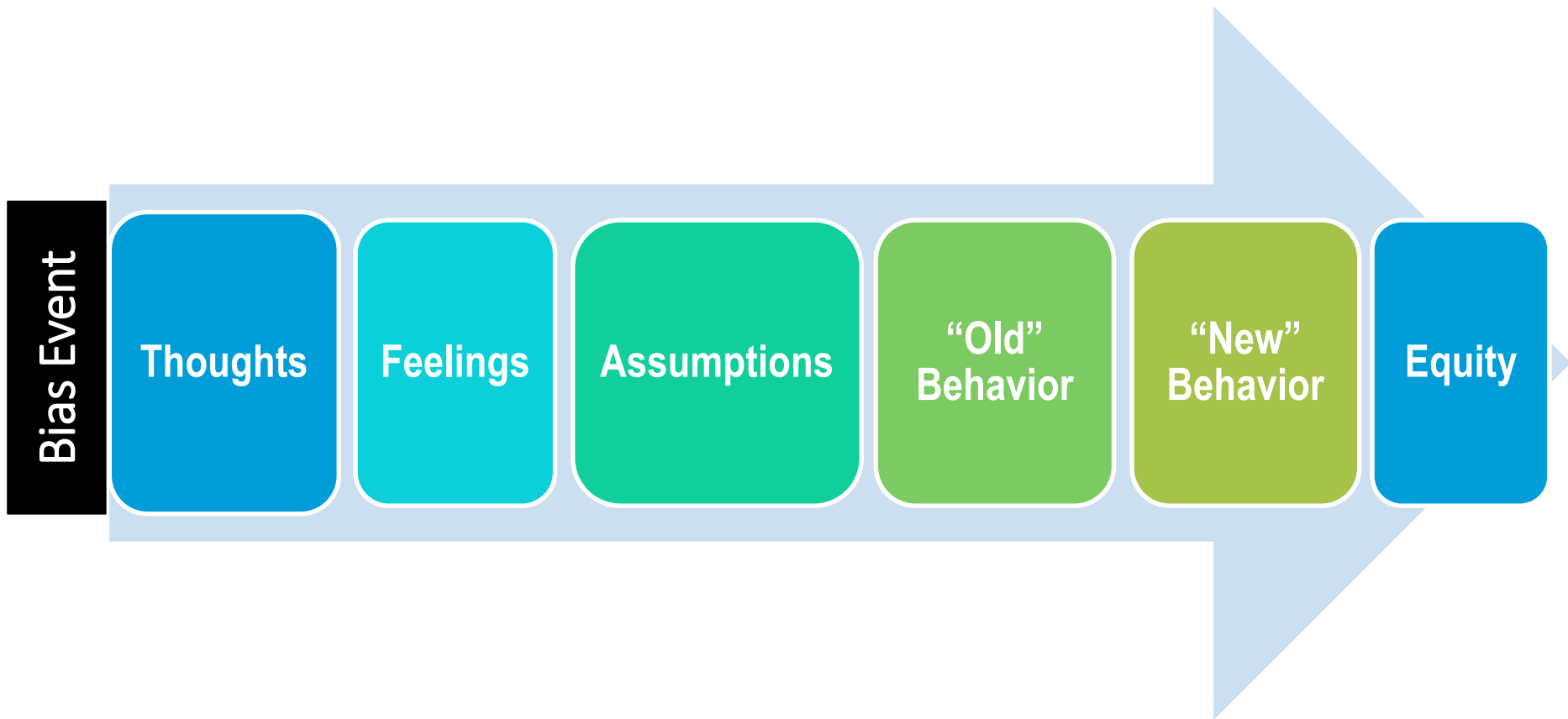
…constant

…continual

…cumulative

Change CAN Happen

Biases and microaggressions are **habits** we can change.

How to Manage Bias

Bias Event

Thoughts → Feelings → Assumptions → "Old" Behavior → "New" Behavior → Equity

Key Points to Managing Bias

- Bias is normal and individual
- Can be managed with effort
- Debrief yourself when bias occurs
- Debrief colleagues when bias occurs
- Set equity norms
- Consider advocacy and safety
- **Reflexive decision making to minimize bias**

Inclusive Language

- Learn and use the correct terminology
- Don't make assumptions about sexual orientation or gender identity
- Use inclusive relationship terms
  - Use **date** instead of boyfriend or girlfriend
  - Use **spouse** (or partner) instead of husband or wife
  - Use the same terminology the other person uses
- Use the correct pronouns (consistent with the person's *gender*).
- If you make a mistake, apologize.
- If someone else makes a mistake, correct unobtrusively.

Tips to Promote Inclusion

- Ask preferred pronouns on the first day of class

- Put a diversity statement on your syllabus

- Put a Safe Zone statement on your syllabus

- Identify the location of the nearest gender-inclusive restroom

- Use multicultural examples –

  - highlight contributions of LGBTQ scientists and engineers

  - use LGBTQ-relevant examples

- Address bias in the classroom

- Examine assumptions and **avoid** stereotypes

Summary

- We defined *privilege* as **unearned** benefit or advantage received in society by nature of your identity

- We all have bias

- *Bias* and *microaggressions* can be managed

- Debrief to respond to bias or disrupt microaggressions

- Incorporate *inclusive language*

- Create an <u>inclusive learning environment</u>

**Enter your questions
in the chat pod!**

About the Project

- Project Overview

- Facilitator Trainings

- Virtual Community of Practice

- Safe Zone Workshops

Find us online! ➡ **diversity.ASEE.org/lgbtq**

Upcoming Workshops

Online Workshop:

- **LGBTQ in STEM and Action Strategies for Allies** — Tuesday, December 5 (2 – 3:30 PM, ET)

Click the orange link to register!

Thank you!

diversity.asee.org/lgbtq

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SAFE ZONE

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