

WEEK

2

Understanding and Reflecting on Our Bias Challenge



*"Worse than being less than you, is if you are perceived as a threat."
—John A. Powell*

Often we are not aware of the biases that we subconsciously hold. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious. Our experiences and learned stereotypes create shortcuts in your brain that cause you to make assumptions about people, actions, and communications. **Take a look at this recent study.**

Research shows that we can actively rewire these neural associations by being more intentional about recognizing and acknowledging our biases. This week's focus is on personal reflection—taking the time to uncover some of our own biases and reflecting on how we take control of these unconscious constructs.



ACTIVITY ONE

WATCH: *Who, Me, Biased?*



ACTIVITY TWO

READ: *Confronting Implicit Bias*



ACTIVITY THREE

WATCH: *The Black Experience**

**Reference: Newsday Investigative Report*

Share your reflections and any resources that helps further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge

