Name: Date:

**IIB: Diversity & Inclusion:** Digging Deeper

**DO NOW BRAINSTORM:** Think about the questions below and brainstorm answers individually.

* What are some assumptions about communities, groups of people, or individuals perpetuated by the Media? Hollywood? Politics?
* In this current age, where people have instant access to information, why do you think people follow these assumptions?

**TURN & TALK:** Use the above prompt questions to help drive your conversation. Take turns sharing your brainstorm with your partner and then jot down any other ideas that you come up with together in the space below. Be prepared to share out with the class.

**Notes:**

**CHOICE MENU**

Today you will choose your own journey to dig deeper into the subject of Diversity & Inclusion. You will select from options 1 or 2 below to investigate the issues of implicit bias and/or privilege.

* Access the videos & links on Google Classroom.
* Use the corresponding graphic organizer to complete your personalized investigation.
* Be sure to complete ALL portions of the Exit Ticket BEFORE you submit your work.
* Thank you for being AWESOME!

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| --- | --- |
| **OPTION #1** | **OPTION #2** |
| [**WHAT IS IMPLICIT BIAS?**](https://youtu.be/WuWmKDmJoPg) | [**POWER OF PRIVILEGE**](https://youtu.be/N0acvkHIiZs) |

**OPTION #1** [**WHAT IS IMPLICIT BIAS?**](https://youtu.be/WuWmKDmJoPg)

**VIDEO:**Actively listen/watch to the TEDx Talk: Improving Your Diversity IQ and be sure to write in the 9 ways to improve your diversity IQ from the video.

**A-**

**B-**

**C-**

**D-**

**E-**

**F-**

**G-**

**H-**

**I-**

## QUOTE: What is your take on the meaning of the quote below by Doug Melville?

“Your diversity is your personal currency, it is your responsibility to spend that in a positive way to help grow America and the resources we have globally.”

**What is IMPLICIT BIAS and who has it?**

Thoughts and feelings are “implicit” if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term “implicit bias” to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge. A fairly commonplace example of this is seen in studies that show that white people will frequently associate criminality with black people without even realizing they’re doing it.

**Word Bank:**

* Look at the vocabulary words and definitions below to gain an understanding of their meanings.
* Next, come up with real world examples of implicit bias that you have knowledge of.

**Bias:** prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

**Explicit:** stated clearly and in detail, leaving no room for confusion or doubt; clear, direct; plain; obvious.

**Implicit:** implied though not plainly expressed; indirect, understood, unspoken, hinted.

**Implicit Bias:** a [bias](https://www.merriam-webster.com/dictionary/bias#h1) or prejudice that is present but not consciously held or recognized.

# REAL WORLD EXAMPLES OF IMPLICIT BIAS:

**EXTENSION ACTIVITY:** We ALL carry implicit bias subconsciously. It helps us to make decisions each day and navigate the world around us.

## Want to learn more about your own implicit bias?

* + Click on the link below to Harvard University’s Project Implicit website.
  + Register your email address and begin the survey.
  + Receive your results privately to your email address and DIG DEEPER!

[**Project Implicit**](https://www.projectimplicit.net/)**:** [**https://www.projectimplicit.net/**](http://www.projectimplicit.net/)

**OPTION #2** [**POWER OF PRIVILEGE**](https://youtu.be/N0acvkHIiZs)

**VIDEO:** Actively listen/watch to the TEDx Talk: The Power of Privilege.

**Notes:**

**Word Bank:**

Make a list of some of the privileges that Tiffany Jana mentions in her talk below

* Look at the vocabulary word and definition below to gain an understanding of the meaning.
* Next, come up with a real world example of a privilege that you have knowledge of.

**Privilege:** Unearned access to resources (social power) that are only readily available to some people because of their social group membership; an advantage, or immunity granted to or enjoyed

by one societal group above and beyond the common advantage of all other groups. Privilege is often invisible to those who have it.

# REAL WORLD EXAMPLES OF PRIVILEGE:

**EXTENSION ACTIVITY:** Unpack your “invisible privilege knapsack”. We ALL have privileges. What are yours?

1. Answer the questions privately below in the PRIVILEGE WALK activity.
2. For every “step forward” you make, place a ✔ on the line.
3. For every “step back” you make, place an ✖ on the line.
4. At the end, add up all your and subtract all your to determine how many “steps forward” you took on your privilege walk.

**Privilege Walk Statements:**

If you are right-handed, take one step forward.

If English is your first language, take one step forward.

If one or both of your parents have a college degree, take one step forward.

If you can find Band-Aids at mainstream stores designed to blend in with or match your skin tone, take one step forward.

If you rely, or have relied, primarily on public transportation, take one step back.

If you have attended previous schools with people you felt were like yourself, take one step forward

If you constantly feel unsafe walking alone at night, take one step back.

If your household employs help as servants, gardeners, etc., take one step forward.

If you are able to move through the world without fear of sexual assault, take one step forward.

If you studied the culture of your ancestors in elementary school, take one step forward.

If you often feel that your parents are too busy to spend time with you, take one step back.

If you were ever made fun of/bullied for something you could not change or was beyond your control, take one step back.

If your family has ever left your homeland or entered another country not of your own free will, take one step back.

If you would never think twice about calling the police when trouble occurs, take one step forward.

If your family owns a computer, take one step forward.

If you have ever been able to play a significant role in a project or activity because of a talent you have, take one step forward.

If you can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.

If you ever had to skip a meal or were hungry because there was not enough money to buy food, take one step back.

If you feel respected for your academic performance, take one step forward.

If you have a physically visible disability, take one step back.

If you have an invisible illness or disability, take one step back.

If you were ever discouraged from an activity because of race, class, ethnicity, gender, disability, or sexual orientation, take one step back.

If you ever tried to change your appearance, mannerisms, or behavior to fit in more, take one step back.

If you have ever been profiled by someone else using stereotypes, take one step back.

If you feel good about how your identities are portrayed by the media, take one step forward.

If you were ever accepted for something you applied to because of your association with a friend or family member, take one step forward.

If your family has health insurance, take one step forward.

If you have ever been spoken over because you could not articulate your thoughts fast enough, take one step back.

If someone has ever spoken for you when you did not want them to do so, take one step back.

If there was ever substance abuse in your household, take one step back.

If you come from a single-parent household, take one step back.

If you live in an area with crime and drug activity, take one step back.

If someone in your household suffered or suffers from mental illness, take one step back.

If you have been a victim of sexual harassment, take one step back.

If you were ever uncomfortable about a joke related to your race, religion, ethnicity, gender, disability, or sexual

orientation but felt unsafe to confront the situation, take one step back.

If you are never asked to speak on behalf of a group of people who share an identity with you, take one step forward.

If you can make mistakes and not have people attribute your behavior to flaws in your racial or gender group, take one step forward.

If you have always assumed you’ll go to college, take one step forward.

If you have more than fifty books in your household, take one step forward.

If your parents, guardians, or someone who loves you at home, have told you that you can be anything you want to be, take one step forward.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **#**✔ | **-** | **#**✖ | **=** | **Total steps:** |

## Something to think about…

* + Were you surprised by any of the privileges you found in your invisible knapsack?
  + If so, which ones?
  + Why do you think you were so surprised?

**Discuss:** Valuing Diversity—recognizing & welcoming factors that separate or distinguish one person from another. It also means being aware of the many similarities & differences among people & their cultures. In valuing diversity, one must be willing to accept that differences are okay & learn to value one’s own uniqueness.

1. How do people’s upbringings affect their acceptance of people who are different from themselves?
2. How can people with varying traditions, beliefs, and values learn to live together in the same community?
3. What would you expect to be the positive and negative about that type of situation?
4. What if everyone in the world was exactly the same? If they all looked the same, talked the same, shared the same views, practices, and traditions, what kind of world would it be?
5. Do you think this would be a place you’d want to live? Why or why not? Explain.

# EXIT TICKET REFLECTION:

1. What did you learn about **YOURSELF** today from digging deeper into diversity & inclusion?
2. What is your **BIGGEST TAKE-AWAY** from this experience today?