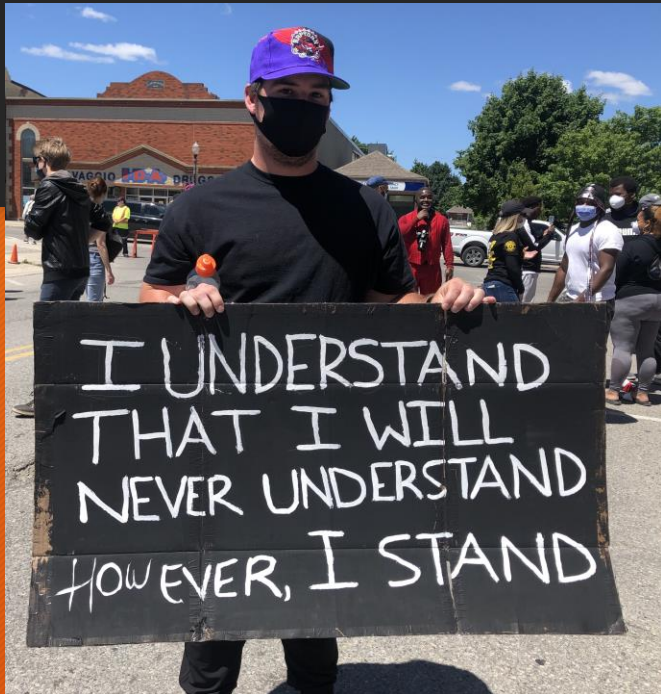




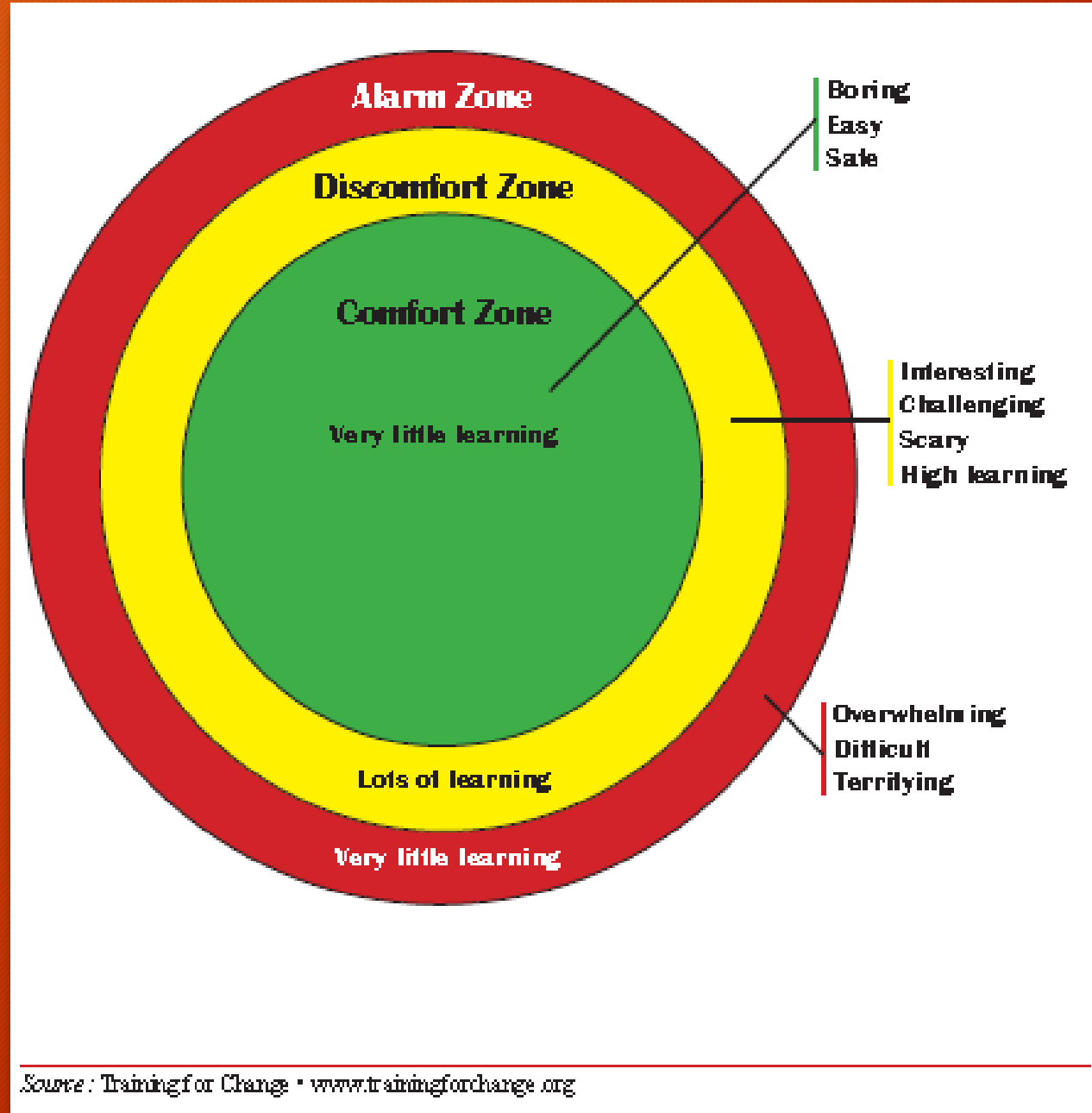
DC MOVES: Beginning a Difficult Conversation on Equity

Thursday 10 December 2020



Dis/Comfort Zones

- **COMFORT ZONE:**
boring, easy, safe: very little learning takes place
- **DISCOMFORT ZONE:**
interesting, challenging, scary: lots of learning takes place
- **ALARM ZONE:**
overwhelming, difficult, terrifying: very little learning, damage, shutdown



Who am I?



Who Am I?

- How old am I?
- What is my socio-economic status?
- What is my race?
- What is my gender?
- Is there anything about me that makes you think I am a member of a sexual minority?
- What is my religion?
- What is my nationality?
- What is the level of my education?
- What is my health status?
- What do I do for a living?
- What is my name?



Disrupting Unconscious Bias

- What is it?
- How is it defined?
- Why does it matter?
- What is its impact on me?
- What is its impact on others?
- How do we get rid of it?



Jane's Question:



BLIND SPOT

HIDDEN BIASES
of
GOOD PEOPLE

MAHZARIN R. BANAJI
ANTHONY G. GREENWALD



The Physiology of Stress →

Amygdala → hypothalamus →
hypothalamic pituitary axis →
adrenal glands → cortisol



Language and Difficult Conversations...

- What does the wordle say ??
- What is racism? How do you define it?
- What's an ally? Who says so?
- White or white?
- The problem with binaries
- What gets in the way of having difficult conversations about race?
- What did we not talk about today that we should have talked about?

Reverse Racism?



Reverse Racism?



BECOMING AWARE OF PRIVILEGE

SHOULD NOT BE VIEWED AS A
BURDEN OR SOURCE OF GUILT,
**BUT RATHER, AN
OPPORTUNITY**

TO LEARN AND BE RESPONSIBLE
SO THAT WE MAY WORK TOWARD
**A MORE JUST
AND INCLUSIVE
WORLD.**

This content brought to you by the
UOIT Equity Ambassadors

CHECK YOUR PRIVILEGE

Privilege: Unearned access to social power
based on membership in a dominant social
group.

- Able-bodied physically and mentally
- Access to education
- Christian
- Cisgender
- Heterosexual
- Male
- Native English speaker
- Canadian Citizen (at birth)
- White

To learn more about how to foster an equitable
campus community, attend a RISE Workshop:
visit uoit.ca/rise

If you have any questions,
contact equity@uoit.ca

This content brought to you by the
UOIT Equity Ambassadors

Unknown Unknowns...

*What if Unknown Unknowns
Become Known Unknowns?
Everything Changes.
Because if I know
then, knowing,
I can no longer unknow
What I know
and I know
that the consequences of knowing
will change me.*

*I can no longer
continue to act
as if
I do not know
because I know.
And.
I know that I know.
And I know
that it is possible that the known
knows
that I know.*

PULLING BACK THE VEIL: ADRIENNE MAREE BROWN



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Please indicate which components deepened your learning about Unconscious Bias

Dis/comfort zones

Who am I?

Unconscious Bias

Blind spot and IAT

Language and Difficult Conversations

Reverse Racism - the comic

Reverse Racism - the scholar

Privilege Awareness