



Strategic Diversity Initiatives™

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Beyond Diversity 101: Micro-inequities, Implicit Bias, and Moving toward Equity

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Wisconsin Libraries Talk about Race

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Agenda

Framing: The Changing Landscape & The Case for DEI

Understanding and Addressing Microaggressions and Micro-inequities

Questions to Consider: My Experience

Understanding and Addressing Implicit Bias

Allyship & Next Steps



“How Diversity Makes Us Smarter: Being around people who are different from us makes us more creative, more diligent, and harder-working” by Katherine W. Phillips, *Scientific American*, 10/1/14.

- Decades of research by organizational scientists, psychologists, sociologists, economists and demographers show that **socially diverse groups (regarding race, gender, and sexual orientation) are more innovative than homogeneous groups.**
- Simply interacting with individuals who are different forces group members to **prepare better, to anticipate alternative viewpoints,** and to expect that reaching consensus will take effort.

The Changing Landscape: Disability; LGBTQ & Gender; Race

Disability

- Only 40% of adults with disabilities in their prime working years (ages 25-54) have a job, compared to 79% of all prime-age adults. According to the National Alliance on Mental Illness (NAMI), 1 in 5 Americans live with a mental health condition, and more people are “coming out” about living with mental health conditions, including celebrities and elite athletes like Naomi Osaka & Simone Biles.
- It is estimated that 15% to 20% of the population is neurodivergent (including those with autism, dyslexia, ADHD, Tourette’s syndrome, and other learning and mental health differences). JPMorgan, Chase, Microsoft, and Hilton are just a few of the organizations that have specific programs in place to interview, hire, and onboard neurodiverse workers. (CNBC Workforce Wire, 4/20/22)

LGBTQ & Gender

- 16 states & Washington D.C. now allow people to amend their birth certificates to replace their sex with a nonbinary designation (neither male nor female) – usually an “X.” 22 states & Washington D.C. now allow a third gender option for driver's licenses. And in 2021, a 3rd gender option was added for U.S. passports.
- According to a Feb, 2022 Gallup poll, 20% of Gen Z identify as LGBTQ (compared to 10% of millennials).

Race

- The U.S. is projected to become “minority white” – or have a majority of people of color and/or Indigenous people – by 2045. This is already true for children and youth (those under 18). For those age 18-29 –members of the younger labor force and voting age populations– the tipping point will occur in 2027.

The Case for Diversity, Equity, and Inclusion

15 Key Benefits of DEI to Communicate with Team Members
Expert Panel, Forbes Human Resources Panel, 5/19/21

- **By 2025, millennials (born between 1981 and 1996) will make up 75% of the workforce; 83% of millennials are more likely to be actively engaged if they believe their company has a diverse and inclusive culture.**
- **The most diverse companies are more likely than ever to outperform financially. Numerous studies show that gender and racial diversity, including at the highest levels of an organization, lead to higher revenues.**
- **Organizations with diverse leaders and employees innovate at a faster rate, fueling new product development; this gives these organizations an advantage over competitors with a homogeneous culture and fewer perspectives.**
- **Diversity of gender, race, nationality, religion, sexuality, ability, etc. means you're better representing what the world looks like, your customer base, and whomever you cater to.**

- **A diverse and inclusive environment tends to bring employees a sense of belonging and can help with retention.** If employees feel more connected at work, they tend to work harder and are more committed to the company and the overall direction of the company.
- Google's study, Project Aristotle, **identified psychological safety as one of the most important factors of a high-performing team.** Employees feeling included and able to be their authentic self at work frees up their mind and energy to focus on their performance, creating an overall more supportive team environment.
- One of the main benefits seen with DEI support is an increase in empathy for and awareness of others in general. **This translates to increased team-building and more positive coworker relationships.**
- **Surveys show that an overwhelming majority of employees value diversity and recognize it is linked to both better work outcomes and a better workplace culture.**

Micro-inequities or Microaggressions

From *Microaggressions: Power, Privilege and Everyday Life*
microaggressions.com

This blog seeks to provide a visual representation of the everyday of “microaggressions.” Each event, observation and experience posted is not necessarily particularly striking in and of themselves. Often, they are never meant to hurt - acts done with little conscious awareness of their meanings and effects. Instead, **their slow accumulation during a childhood and over a lifetime is in part what defines a marginalized experience**, making explanation and communication with someone who does not share this identity particularly difficult.

*How microaggressions are
like mosquito bites*
Fusion Comedy (10/5/16)

“Clean” version by TheTeacherColeman
(1/22/18)

From “How much racism do you face in your daily life,” by Nicole Daniels, *New York Times*, 2/5/20

Researchers at Rutgers University interviewed 101 Black teenagers about their experiences with microaggressions. **The teens reported more than 5,600 experiences of racial discrimination over two weeks; which is an average of more than five instances per day for each teenager.**

Those who experienced more instances of discrimination over the two weeks also showed more symptoms of short-term depression, the study found, such as difficulty sleeping, loneliness and anxiety.

Seeing or hearing about a parent or friend experiencing racial discrimination, the study suggested, had a similar effect on the mental health of participants as discrimination they experienced themselves.

“Part of why these types of microaggressions are so insidious is that a lot of times, white people can see them as not real, or not a big deal,” said Devin English, a psychologist at Rutgers University who led the study. **“But this is showing us the magnitude of the discrimination faced by black adolescents. It’s happening all the time. And it’s affecting how they feel.”**

English, Lambert, Tynes, Bowleg, Zea & Howard, “Daily multidimensional racial discrimination among Black U.S. adolescents,” *Journal of Applied Developmental Psychology*, Jan-Feb, 2020

Questions to Consider: My Experience

- Have you ever witnessed or experienced a microaggression/micro-inequity? If so, what happened?
- Do you think you have ever committed a microaggression/micro-inequity? If so, what happened?

Tips for Taking Action

5 questions to ask yourself when weighing the consequences of responding to a microaggression (and other disrespectful behavior):

1. If I respond, could my physical safety be in danger?
2. If I respond, will the person become defensive and will this lead to an argument?
3. If I respond, how will this affect my relationship with this person (e.g., co-worker, family member, etc.)
4. If I don't respond, will I regret not saying something?
5. If I don't respond, does that convey that I accept the behavior or statement?

“How to Respond to Microaggressions,” Hahna Yoon, *New York Times*, 3/3/20

Tips for Taking Action

Suggestions from diversity consultant Dr. Diane Goodman:

- **Ask for more clarification:** “Could you say more about what you mean by that?” “How have you come to think that?”
- **Separate intent from impact:** “I know you didn’t realize this, but when you _____ (comment/behavior), it was hurtful/offensive because _____. Instead you could _____ (different language or behavior.)”
- **Share your own process:** “I noticed that you _____ (comment/behavior). I used to do/say that, too, but then I learned _____.”

“How to Respond to Microaggressions,” Hahna Yoon, *New York Times*, 3/3/20

Implicit/Unconscious/Unexamined Bias

“Unexamined bias is a form of stereotyping that is often **unintentional, automatic, and outside of our awareness**. Often contradicting to our conscious beliefs. Also called subtle or implicit bias. Framing it specifically as “unexamined” puts onus for change on the person who harbors or acts on bias, holding them accountable.”

Center for Institutional Change, University of Washington

Resources

Project Implicit

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. **The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.**

implicit.harvard.edu/implicit/research

Kirwan Institute for the Study of Race and Ethnicity, Ohio State University

kirwaninstitute.osu.edu

Haas Institute for a Fair and Inclusive Society

haasinstitute.berkeley.edu

Perception Institute - perception.org

Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do, Jennifer L. Eberhardt, PhD, Viking, 2019

Research on Implicit Bias

“Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination,” (Bertrand & Mullainathan, American Economic Review, 2004)

- Stereotypical “white” vs. “black” names (in a U.S. context); otherwise identical resumes
- **Resume with “white” names had 50% more callbacks**
- Many other studies, including those dealing with housing, health care, online sales, and perceptions of risk and safety, have demonstrated that **people of all racial identities demonstrate a pro-white and anti-black bias.**

Research from Nextion, Consulting Firm

- 60 partners from 22 law firms received copies of a memo with 22 errors (minor spelling or grammar errors, technical writing errors, errors in fact, and errors in analysis of the facts).
- Half told memo written by an African-American man and half told writer was a white man (both Thomas Meyer).
- **The reviewers gave the memo supposedly written by a white man a rating of 4.1 out of 5, while they gave the memo supposedly written by a black man a rating of 3.2 out of 5. The white Thomas Meyer was praised for his potential and good analytical skills, while the black Thomas Meyer was criticized as average at best and needing a lot of work.**
- **Reviewers found an average of 2.9 out of 7 spelling and grammar errors in the memo by the white Thomas Meyer and 5.8 out of seven errors in the memo by the African-American Thomas Meyer.**

Research on Implicit Bias

“Science faculty’s subtle gender biases favor male students,” (Moss-Racusin, Dovidio, Brescoll, Graham & Handelsman, PNAS, 2012)

- Male & female science professors asked to review apps for lab manager position
- Both male & female professors **rated male applicants more competent, more hireable, more suitable for mentoring, and offered males higher salaries**
- As with race-focused research, **people of all gender identities demonstrate a pro-male and anti-female bias**

Research on Implicit Bias

“Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States,” Tilcsik, *American Journal of Sociology*, 2011.

- Study revealed bias against openly gay candidates

“Attitudes towards individuals with disabilities as measured by the Implicit Association Test: A literature review,” (Wilson and Scior, 2013)

- 17 articles were reviewed. Across all studies, **implicit bias was evident against people with disabilities.**

An Ally is someone who is willing to **pay attention to – and take action around - the social, economic & political differences and inequities that attend to people** based on distinctions of race, ethnicity, age, class, sexual orientation, gender identity & expression, disability, religious or spiritual identity, and nationality (this is not an exhaustive list)

What Can We Do? Acting as an Ally

- No one person is completely marginalized or completely privileged. **Most of us have complex identities involving both marginalization & privilege.**
- Allies **move past shame, guilt, and blame, working to understand how privilege works in their life**, as well as how marginalized “others” are perceived through stereotypes & cultural myths.
- Anyone can become an ally to people with less privilege & institutional power, but it first **requires an understanding of one’s own social identities.**
- “Being an ally” is an on-going process that involves **self-reflection, an openness to new ideas, *believing* other people’s lived experiences, a commitment to on-going education, and taking action & risks.**

One Example: Acting as an Ally

Dr. Joy DeGruy in
Cracking the Codes:
The System of Racial Inequality

(Shakti Butler, 2012)

Next Steps: Daily Experiment/Daily Practice

“Here is a thought experiment I encourage you to make a part of your daily habit. As you move throughout your day, sit in a classroom, a department meeting, a social space, or as you go to the supermarket, to your neighborhood and residence, or visit with your friends and family, I want you to think about the inequality that might exist in that space.

This may not initially be an easy task; we tend to make the assumption that if we feel a space is safe, inclusive and pleasant, then everyone must feel the same way. I want you to think about what the experience might be like for people who represent marginalized or non-privileged communities; for example, people of color, non-Christians, immigrants, people experiencing homelessness, women, LGBTQIA people, indigenous people, people with disabilities, people with low income, or people for which English is not their first language.

Consider who is represented in that space and who is not and then ask why. Then consider who has a voice that is being heard in the space and who does not and then ask why. **Then ask yourself how you might act as an ally in order to support those people who may not be represented, or who may not have a voice in order to actively make the space more equitable.”**

From “Ally is not a Noun” by Dr. Makini King

Next Steps: Advancing Diversity, Equity & Inclusion

- **What can you do, personally, to help advance diversity, equity, and inclusion in the places and spaces you inhabit? Be specific. Consider what you can do to help advance diversity, equity, and inclusion within your library.**
- **What can your library do to advance diversity, equity, and inclusion? Again, be specific.**
- **What barriers or challenges might get in the way of this work? How can you overcome these barriers and challenges?**



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Thank you!

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