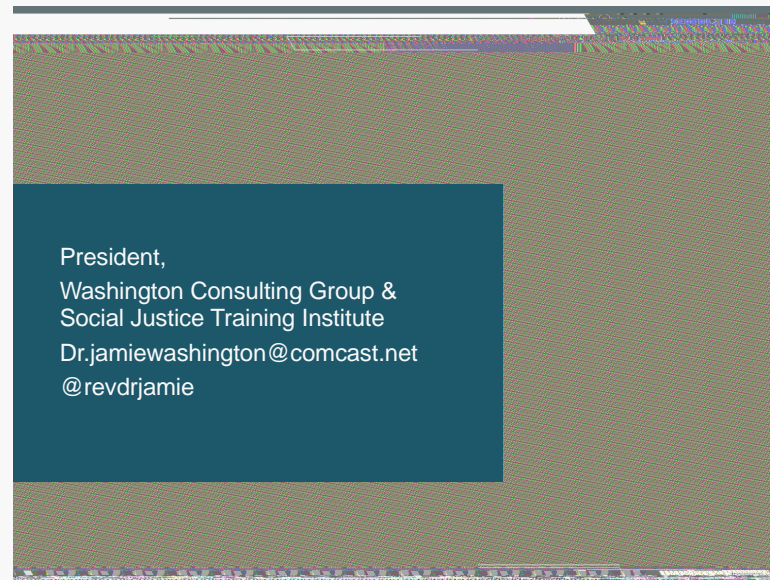


A business card for Laura Leclerc. The card has a dark teal background on the left side with white text, and a photograph of Laura Leclerc on the right side. The photograph shows her from the chest up, smiling, with her hands clasped in front of her. She is wearing a dark red top. The background of the card is a light beige color with a subtle pattern.

Laura Leclerc
Senior Events Coordinator,
PaperClip Communications
M.S., Student Affairs in Higher
Education, Colorado State
University
laura@paper-clip.com

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A business card for Dr. Jamie Washington. The card has a dark teal background on the left side with white text, and a light beige background on the right side. The text is centered on the left side.

President,
Washington Consulting Group &
Social Justice Training Institute
Dr.jamiewashington@comcast.net
@revdrjamie

Land Acknowledgement

- We would like to acknowledge that the lands we are meeting on today is the original homelands many Native and Indigenous Tribes.
- We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we gather.
- Without them, we would not have access to this

It's the little things that matter

- Key Concept
- Grounding Belief
- Four Agreement
- Defining Implicit Bias and Micro Aggressions
- When Breakdowns Occur
- Final Thoughts

- **I believe you care about yourself, your work and that you want to be in an environment that supports your full contribution to the mission of this institution.**
- **I believe you want the same for others.**
- **Thus, if you learn that if you are behaving or being experienced in ways that are out of alignment with these beliefs, you will commit to...**
 - **Engaging, Exploring and Examining, your behaviors, attitudes and assumptions...**
 - **Considering the feedback from others with humility and curiosity and a commitment to living into the values of excellence, inc.**

Unconscious and Implicit Biases

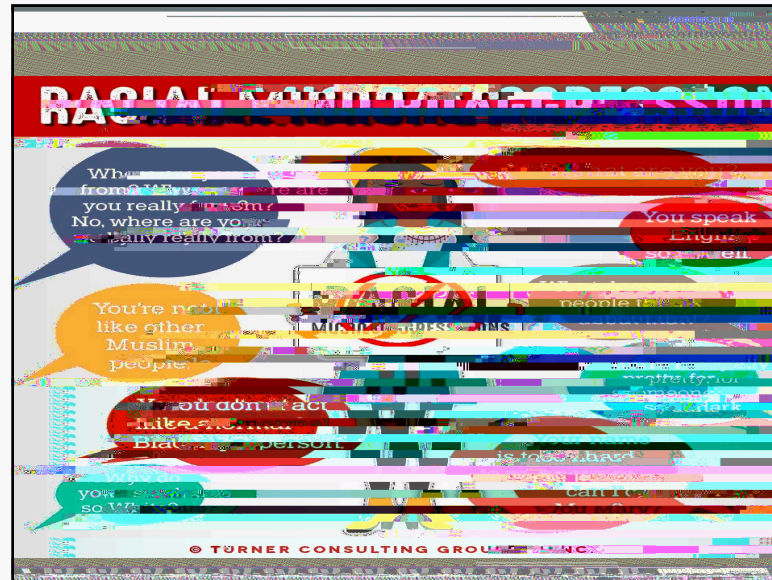
- **Unconscious biases** are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds **unconscious** beliefs about various social and identity groups, and these **biases** stem from one's tendency to organize social worlds by categorizing.
- Unconscious bias happens outside of our control. It occurs automatically and is triggered by our brain making a quick judgment and is more predominant than conscious prejudice.
- **Implicit bias**, or implicit stereotype, is the unconscious attribution of particular qualities by an individual to a member of some social out group.



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Microaggressions

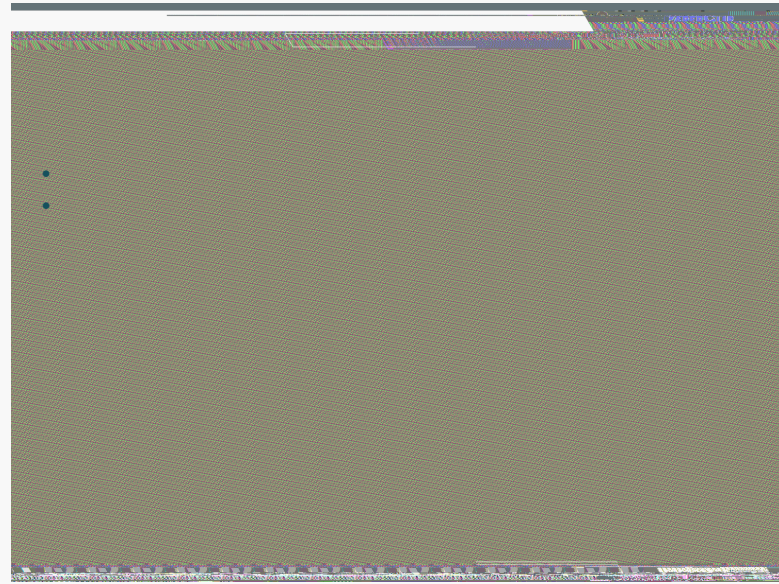
- Microaggressions are brief and commonplace daily verbal, behavioral, and environmental

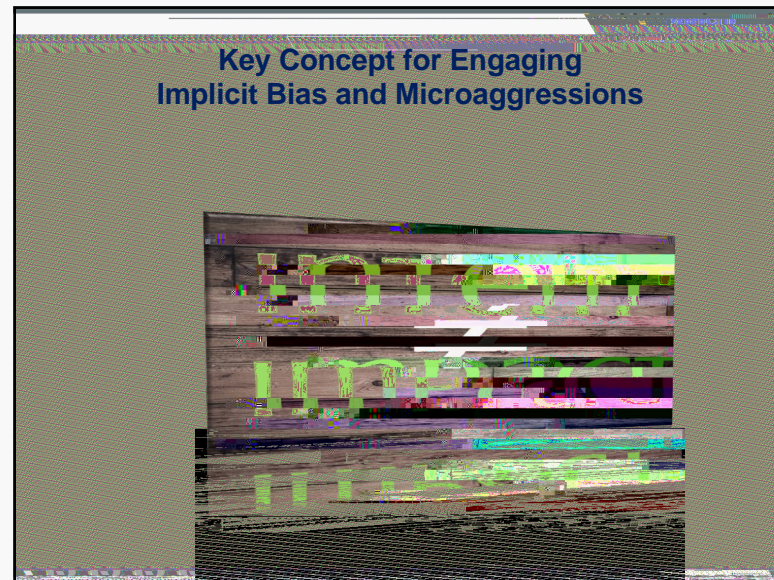


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- Thoughts, Feelings and Reactions...
- What is an example of a microaggressions or implicit bias that you've experienced.
- How did you respond?

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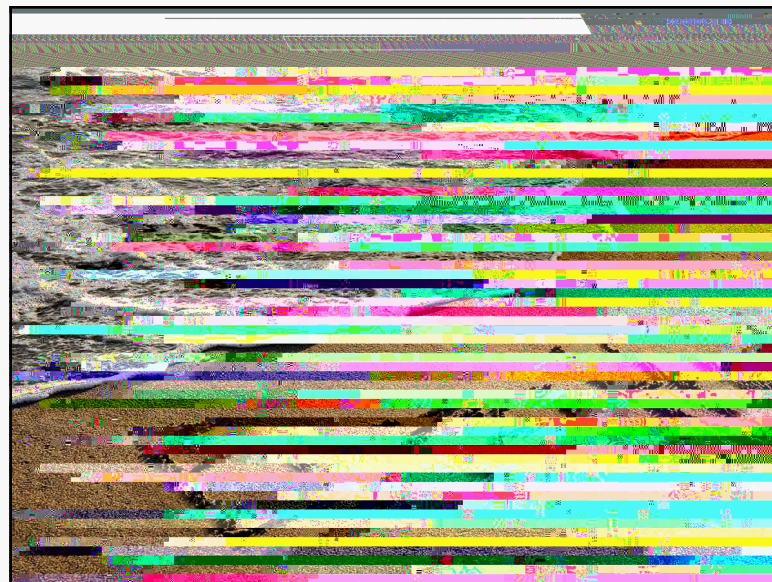
When the Breakdowns Happen

- Intent vs Impact
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 - People seldom start out yelling
- Prepare to Engage Conflict and Discomfort
- Pay attention to who's comfort matters
- Public Break Down – Public Repair
- Engage and ReEngage

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Today's Key Takeaways

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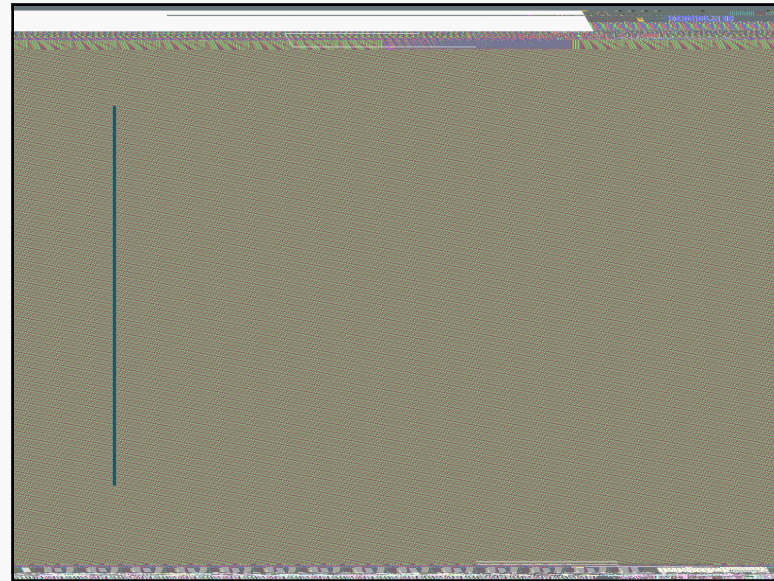
Opportunities for Continued Learning



The image displays several logos for professional organizations in the field of student affairs and higher education. The logos include:

- NACADA**: National Association of College and University Deans
- NASPA**: National Association of Student Affairs Administrators in Higher Education
- ACAC**: Association of College and University Administrators
- AAUP**: American Association of University Professors
- AAOHE**: American Association of Higher Education
- AAUW**: American Association of University Women
- AAUP**: American Association of University Professors
- AAUP**: American Association of University Professors
- AAUP**: American Association of University Professors

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Q&A Session

Ask a question or comment any time by using the Q&A panel on the webinar platform.

If you have a question that you were unable to ask during the webinar, please feel free to email emali.info@pwc.com and reference today's webinar.

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