CREATING INCLUSIVE CULTURES THROUGH INTERGROUP DIALOGUE & UNCONSCIOUS BIAS RECOGNITION

Dr. Joanne Barnes, Dean of the Graduate School
Dr. Brad Grubb, Regional Dean, Central Indiana
Indiana Wesleyan University
INTERGROUP DIALOGUE

• What is Intergroup Dialogue (IGD)?

• Who is impacted IGD?

• Who is responsible for IGD at colleges and universities?

• Do we REALLY need IGD to have inclusive campuses?
FIVE STAGES OF INTERGROUP DIALOGUE

• Stage 1: Setting the Environment for Dialogue

• Stage 2: Developing Communication Skills/Recognizing Our Language

• Stage 3: Exploring Identity and Relationship/Social Group Identity (Unconscious Bias)

• Stage 4: Embracing Conflict, Emotions and Triggers

• Stage 5: Building Alliances and Working for Justice (Inclusion)
STAGE 1: SETTING THE ENVIRONMENT

- Construct A Safe Environment
- Make a Commitment to Oneself Prior to Participating
- Understand Social Identities, Histories, Social Relations
STAGE 2: DEVELOPING COMMUNICATION SKILLS/RECOGNIZING OUR LANGUAGE

• Developing Communications Skills/Recognizing Our Language

• Involve All Participants and Use Questions to Open Up Dialogue

• Introduce concepts that may be unfamiliar to participants yet important to understand the meaning

• “The language of diversity makes people uncomfortable.”
  
  CDO Insights, August 2008, 2(5).
STAGE 3: EXPLORING IDENTITY & RELATIONSHIPS/SOCIAL GROUP IDENTITY (UNCONSCIOUS BIAS)

- Exploring Identity & Relationships/Social Group Identity (Unconscious Bias)
STAGE 4: EMBRACING CONFLICT, EMOTIONS AND TRIGGERS

- Embracing Conflict, Emotions, and Triggers
STAGE 5: BUILDING ALLIANCE AND WORKING FOR JUSTICE (INCLUSION)

• Building Alliance and Working for Justice (Inclusion)
SO WHAT ABOUT UNCONSCIOUS BIAS?
WHERE IS THE CONNECTION?
WHAT ARE UNCONSCIOUS BIASES?

• Unconscious biases are…
  • Prejudices we have but are unaware of.
  • They are short cuts based on social norms and stereotypes.
    (McCormick, 2015)
    • They can be truths or untruths
UNCONSCIOUS BIAS

• Unconscious Bias Linkage to IGD:

• Unconscious Bias is linked to IGD in that while bias cannot be eliminated, it can be discussed, and confronted within a safe environment in which share meaning exists among participants.
Unconscious biases are NOT permanent.

Unconscious bias is universal.
Unconscious Bias Impact on Developing Leaders

- Perceptual Challenges
- Relationship Challenges
- Self-Management Challenges
UNCONSCIOUS BIAS – EDUCATOR APPLICATION

- Unconscious biases are formed early in our lives
- Educators can eliminate biases and help colleagues reduce theirs
- Recognize unconscious bias is natural, we all have unconscious biases – it begins with US
WHERE'S THE ELEPHANT?

Stereotypes
Microaggressions
Hate/Violence

Stupid Latinos
Blacks are Lazy
Dumb Blonde
Unconscious Bias
Questions are guaranteed in life; Answers aren't.