

The Belonging Project

Session 4 Guide Talking Points

Guides are expected to hold a space for discussion, curiosity, and reflection. Participants may share or not share, be on camera or not. This is not a program to identify right or wrong answers. Guides are not expected to be experts in diversity, equity, inclusion, access and belonging (DEIAB).

Sessions are designed as microlearning and last no more than 15 minutes. If your group prefers a deeper discussion schedule this separately, perhaps involving a DEI coordinator to facilitate.

Session 4 Guide Support:



Slide 1: Session 4 – Social Identity and Bias

Welcome back! This is session 4 – our time today will go deeper how bias is attached to social identity such as age, race, religion, gender, and ability, to name a few.



Slide 2: What do we need from each other?

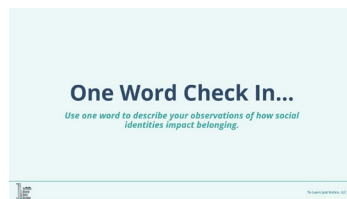
Just a quick reminder of our sharing agreements

Facilitator tip: only highlight those that need reinforcement based on group behavior. If there are no behaviors to adjust – do a quick reminder if you choose.



Slide 3: Microlearning Series Pilot

We're half-way through the series! Last time we introduced social identity. Today we'll be talking about bias and social identity.



Slide 4: One Word Check In

As we move through this learning series, we end with a Call to Action.

We will start today with a one word check-in from last time. What is one word to describe your observations about how social identity impacts belonging.

Since we only have 10 minutes I will hold you to one word!

Facilitator note: There is NO WRONG ANSWER – this is a share not a discussion.



Slide 5: Social Identity and Bias

Our last session we dove into Social Identities – we explored how we are both placed in and self identify with those identities. So today, we will explore how social identity influences BIAS.

Many social identities you are born with. With that understanding, there are many things that are unconscious and 'normal' to you. The unconscious brain manages by using associations and filters to interpret data. Misinformation, including biases and stereotypes, are stored in the brain and often create faulty assumptions.

You may not even consider there are other 'things/ways/etc. This makes unpacking bias difficult and often it feels personal and that there is something 'wrong' that needs fixing.

IT IS IMPORTANT to know that 'bias is just BIAS' - part of the way your brain makes meaning. Unconscious bias is why this work of Belonging is challenging. But making bias visible to ourselves makes space for difference—this is what belonging is about.

READ SLIDE.



Slide 6: Influence of Bias on Othering

So – w Because of our long relationship with how we think, interact, talk - we may find ourselves 'identifying' with our bias – and when we do this—we find ourselves participating in 'othering' behavior. It becomes a comparison – an either/or decision.

READ SLIDE.

When we find ourselves in this type of 'Othering " – trying to solve it with an Either/OR approach to problem solving will not be supported long term.



Slide 7: Reflect or Share

With each of our sessions – we will have a reflect or share time – it is not required to share out loud AND I hope you will reflect to yourself if you choose not to share.

Read statement and prompts.

Thank you for sharing and reflecting.

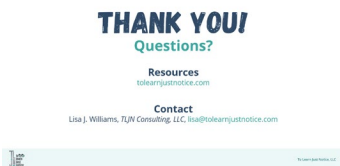


Slide 8: Call to Action

The work of Belonging is an experiential journey – so each of our sessions will end with a Call to Action.

Just like reflecting and sharing, observing will make your experience richer.

Read slide.



Slide 9: Thank You. Questions?

Thank you. You can reach out to The Belonging Project organizers here, or to me if you have any questions, feedback, or comments.

Other Resources:

To be added.