

A vibrant, abstract background featuring a rainbow with thick, painterly brushstrokes in various colors including red, orange, yellow, green, blue, and purple. A small green downward-pointing arrow is visible at the top center of the image.

# Bias & Perception: Understanding YOU

**Dr. Gina Forrest**  
**Chief Culture Officer**

[www.AspireIndiana.org](http://www.AspireIndiana.org)

## Land acknowledgment...



We pause to acknowledge the land we are on land that was once the land of Miami, Potawatomi, Shawnee, Kickapoo, Delaware, Chickasaw, Wea, Wyandot, Piankashaw and people. As we live, work, play on stolen land – let us remember to be good stewards of the land and to remember the Indigenous Peoples of today, tomorrow and yesterday.

## Our time together...

Listen with an open mind.

Ask questions.

You might have a tummy-feeling.

Assume good intentions.

Create a learning environment.

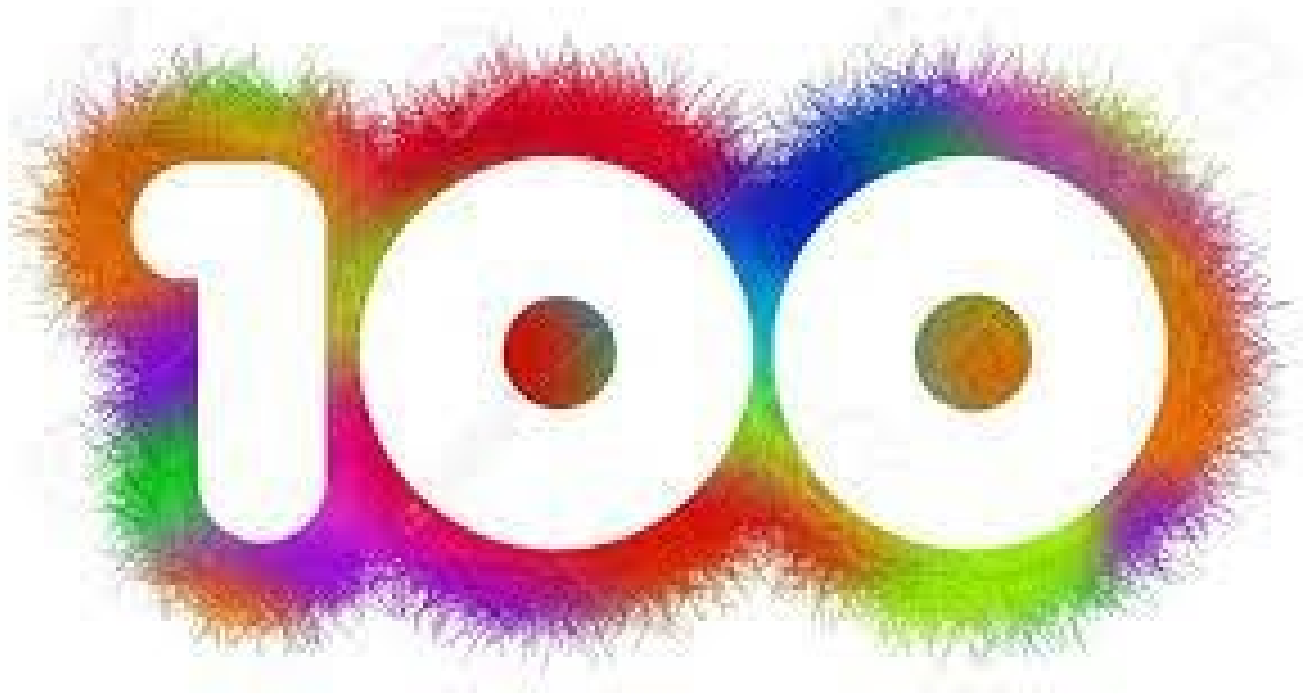
This is a journey - not  
a race.

This takes time.



# Bias

- Prejudice in favor of or against one thing, person, or group compared with another – usually in a way to be considered unfair



First thoughts...



# Types of bias

- Similarity/Affinity
- Halo/Horns
- Group Think
- Bandwagon
- Decline
- Status Quo
- Confirmation
- In-group/Out-group
- Unconscious



## Biases described...

- Unconscious/Implicit -
  - social stereotypes about certain groups of people that individuals form outside their own conscious awareness; triggered by our brain making a quick judgement
  - <https://youtu.be/KCgIRGKAafc>
- Status Quo –
  - You like things the way they are; looking for a good fit (risk)
  - <https://youtu.be/3iy4sQSK6Ck>
- In and Out group –
  - favor towards people in your group, and not to those out
  - <https://youtu.be/AkYJOYrNiSw>
- Group Think vs Band wagon
  - If 9 out of 10 agree and the last person doesn't speak up...might have missed a great idea!
  - Following the rest without thinking; want to be part of the popular or majority
  - <https://youtu.be/ZOX79tmDox4>

## Biases described...

- Horns & Halo –
  - Judging person off of one event – either bad or good
  - <https://youtu.be/ACusVPT5iAw>
- Confirmation –
  - Proving you are right; interpreting new evidence as confirmation of your existing beliefs
  - <https://youtu.be/Kho5KvPBDSw>
- Decline –
  - Remembering the past better than it was, and expecting the future worse than it will like be
  - <https://youtu.be/z0omCgumvsg>
- Affinity/Similarity –
  - Tend to connect with other who are similar; “looking for the right fit” ...YIKES
  - <https://www.youtube.com/watch?v=lcgOvA9yUw0>

# Perception

“Your perception is your reality.”

You bring YOU into every situation and interaction - your past experiences, current experiences...

## Emotional Awareness

Communicating own feelings; considering others

## Cultural Differences

Observing others; handshakes, bowing, eye contact

## Setting

Time and place

## How to recognize your biases and change....

- Acknowledge that you have biases
- Ask yourself – WHY AM I FEELING THIS WAY?
- Learn about THE OTHER SIDE
- Act with intention
- Get an accountability buddy
- Record yourself on video

## Harvard Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.htm>

- Disability
- Transgender
- Race
- Weapons
- Arab-Muslim
- Presidents
- Religion
- Asian
- Age
- Gender-Career
- Gender-Science
- Skin-tone
- Weight
- Sexuality

# Questions?



Dr. Gina Forrest

Chief Culture Officer

[gina.forrest@aspireindiana.org](mailto:gina.forrest@aspireindiana.org)

317-370-6548 office cell phone

[www.linkedin.com/in/drginaforrest](http://www.linkedin.com/in/drginaforrest)

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