

Inclusion and Infusion notes from September “Diversity” discussion

Independence AAUW branch is compliant with the request from AAUW MO State DEI committee. Sue Raymond led the 10-minute ‘Inclusion Infusion’ segment on “What is Diversity.” This was the first small step of learning more about diversity, equity, and inclusion. Six groups of members and guests suggested the following as important areas of diversity for our individual members and the branch as a whole.

- Age
- Experience
- Language
- Race & Diversity in schools
- Staying with what is familiar
- Thinking styles
- Changes in our culture
- Gender
- Focus topics in book club discussions
- Disability accommodations
- Unseen diverse situations

Unconscious Bias – ‘Inclusion Infusion’ topic for October

We all know what overt biases are, but did you know that we all have unconscious biases, too? These are biases that might be inconsistent with our values, that we would never knowingly act on and that we weren’t even aware we had. And having them doesn’t make us racist or sexist or homophobic, for example. Still, becoming aware of them is the first step to ridding ourselves of them.

The easiest way to understand unconscious bias is figure out why it happens. At any given, moment we are bombarded with lots of different information, but our brains can only process a fraction of that information at once. So, to help us try and make sense of the world around us, our brain uses short cuts. Those short cuts are shaped and informed by our experiences. But, because sometimes the things we need to make sense of are unfamiliar, bias can enter the picture.



If you wish to delve deeper into a study of Unconscious Bias, this is just one of many resources. “Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives” – author Howard Ross 2014

Sue Raymond and Sue Shineman, Independence Branch DEI Co-Chairs