

The image features two hands held up against a background of a blue sky with white clouds. The hands are painted with a world map, showing continents in various colors like green, yellow, and brown, and oceans in light blue. The word 'CANADA' is visible on the left hand's index finger, and 'WORLD' is written on the palm of the left hand. The right hand is holding a large, blue, 3D-style hashtag symbol (#1).

Global Digital Village

DIVERSITY DAY EDITION

JCI



TM

WORLD

Hi! Nice to meet you! We are JCI Europe's



JCI Europe D&I Committee Vision



We inspire a world where everybody has a sense of belonging and feels empowered, because their uniqueness is respected and valued.



Storytime!

Breakout session: Father & Son

Storytime! Father & Son

A father and son were involved in a car accident in which the father was killed, and the son was seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue.

The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed “Oh my God, it’s my son!”

Can you explain this?

Unconscious Bias

What it is, why it matters, what can be done!

Unconscious Bias / Implicit Bias – Definition

- Thoughts and feelings are unconscious or implicit, if we are **not aware** of them or mistaken about their nature.
- We have a bias when we have a **preference** for (or **aversion** to) a person or group of people (rather than being neutral)
- Unconscious or implicit bias describes when we have attitudes towards people or associate stereotypes with them **without our conscious knowledge**.
- Implicit Bias acknowledges the fact that we are **responsible** as soon as unconscious biases have been made conscious to us

Unconscious Bias / Implicit Bias

Why it matters

- Our actions occur most often without our conscious thoughts, so we **can function** in our extraordinarily complex world.
- Our implicit biases often predict how we'll behave **more accurately** than our conscious values.

What can be done about it?

- Social science is determining how to “debias”.
- Media and culture makers can cease to perpetuate stereotypes in news and popular culture.
- Institutions and individuals can identify risk areas where our implicit biases may affect our behaviors and judgments.
- Mindful decision making.

**Implicit bias is a universal phenomenon.
All 7 dimensions of diversity are touched by it.**

How to be an ally

What you can do!



Diversity is being invited to the party; inclusion is being asked to dance.

Vernā Myers

Belonging is dancing like nobody is watching!



How to be a good ally?

Get educated

- Know the history
- Get involved with local communities
- Learn about different cultures

Speak up

- Stand up for others
- Show your support
- Lift up marginalized voices

Get active

- Show up
- Offer your talents
- Push for inclusion

Be kind

- Listen and be supportive
- Watch your language
- Don't make assumptions
- Apologize for your mistakes

Breakout Session

Imagine a situation you will show your allyship next time!

Get involved with your national D&I Committee!



**DIVERSITY &
INCLUSION
TASKFORCE**



Ulrike Reinhard

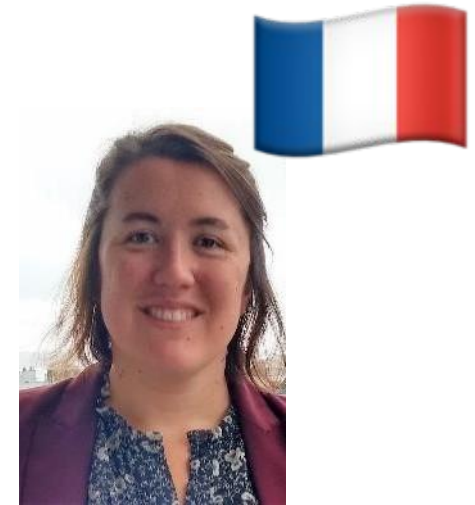
**DIVERSITY &
INCLUSION
COMMITTEE**



Pamela Hitimana



Susan Houterman



Marie Lebarbier

Or start your own team!

**Reach out to the JCI Europe D&I
Committee to get full support!**

**Change begins
with me!**



DIVERSITY & INCLUSION COMMITTEE