

DIVERSITY & INCLUSION COMMITTEE



2in1 Learning by Doing Session

Diversify your Network!



Your Trainer

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Chairperson 2021

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**DIVERSITY &
INCLUSION
COMMITTEE**



Our Committee Vision

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

Meeting Rules! Please ...

- ... stay muted and use the chat for questions & comments!
- ... unmute yourself in the break-out sessions to be an active part of the discussion!
- ... when discussing, everybody should have the possibility to contribute. Wait for the others before you speak again.
- ... be respectful and polite. Try not to judge your fellow attendees comments and questions. Be curious and open!
- ... put your phone into flight mode and turn off the Wi-Fi. Be present!
- ... mind the Vegas Confidentiality Rules! What happens in the Zoom Room, stays in the Zoom Room.



Agenda

1. Exercise: Challenge your Network!
2. Breakout Session: Discuss your observations!
3. Input: Unconscious / Implicit Biases
4. Breakout Session: Discuss your own experiences!
5. Wrap-up: Inclusive Digital Meetings

Exercise: Challenge Your Network!

Please get a pen & paper, open an Excel Sheet, your Notes App or whatever is most convenient for you to create a **Diversity Network Grid** like this:

Name	Gender	Age	Religion	Race / Ethnicity	Dis/ability	Partner/Family

Now put down the five closest people in your life apart from family members! It cannot be family members!

15 min Breakout Session

1. What did you observe when you filled in the grid?
2. What similarities/differences did you notice in the five people?
3. What does that mean regarding your closest personal network?
4. Choose a presenter!

Breakout Session: Your Results

1. What did you observe when you filled in the grid?
2. What similarities/differences did you notice in the five people?
3. What does that mean regarding your closest personal network?

Unconscious Bias / Implicit Biases

- Thoughts and feelings are unconscious / 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 / implicit bias describes when we have attitudes towards people or associate stereotypes with them **without our conscious knowledge.**
- Unconscious / implicit bias acknowledges the fact that we are **responsible** as soon as unconscious / implicit biases have been made **conscious to us**

Examples of Unconscious Biases



Confirmation
Bias



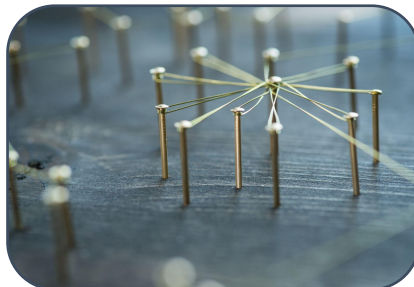
Attribution Bias



Beauty Bias



Affinity Bias



Conformity
Bias



Halo Effect



Horns Effect

Unconscious Bias / Implicit Biases

Why it matters

- Our actions occur most often without our conscious thoughts, so we **can function** in our extraordinarily complex world.
- Our unconscious / implicit biases often predict how we will 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 unconscious / implicit biases may affect our behaviors and judgments.
- Mindful decision making.

Unconscious Bias / Implicit Biases



15 min Breakout Session

1. Can you confirm the examples in the video?
2. If you feel comfortable, please share your own experiences with unconscious / implicit bias.
3. What will you do to challenge your own unconscious / implicit biases?
4. Choose a presenter!

Breakout Session: Your Results

1. Can you confirm the examples in the video?
2. If you feel comfortable, please share your own experiences with unconscious / implicit bias.
3. What will you do to challenge your own unconscious / implicit biases?

Wrap-up: Inclusive Digital Meetings

- Introduce presenter and agenda of the meeting.
- Set up and explain the meeting rules.
- Set up subtitles function in PowerPoint, YouTube, Zoom etc.
- Use diverse media and methods to reach everyone.
- Keep timings, but make sure everyone is heard.
- Listen! Do not judge! Be curious and open, ask politely.
- Question your own decisions and perception.
- Use updated technology and rehearse.

Save the date

Becoming a Super Ally

Diversity for Businesses & Organizations 102

A Training of  **DIVERSITY & INCLUSION COMMITTEE**

Wed, 14 July at 19-21 CEST | UTC+2
20-22 Jordanian Time



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1 ↔ 6
November 2021

Save the date!

A project of the **JCI**  **Europe** DIVERSITY & INCLUSION COMMITTEE 

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JCI  2021 AFRICA AND MIDDLE EAST AREA CONFERENCE
AMMAN, JORDAN

