

GRAPPLING WITH UNCONSCIOUS BIAS FOR MORE INCLUSIVE WATER PROTECTION & RESTORATION

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Diversity

Differences between us based on which we may experience advantages or encounter barriers in access to opportunities or resources

Inclusion

Celebrating, valuing, and amplifying perspectives, voices, styles, values, and identities that have been marginalized (not tolerating, accommodating, or overcoming difference).

Equity & Justice

Equity is the approach to ensuring everyone has access to the same resources or opportunity (such as clean water). Equity recognizes that advantages and barriers exist, and that as a result we all don't all start from the same place **Justice** is the outcome of equity efforts.

Cultural Competence

The ability to interact across various dimensions of diversity; to flex with differences

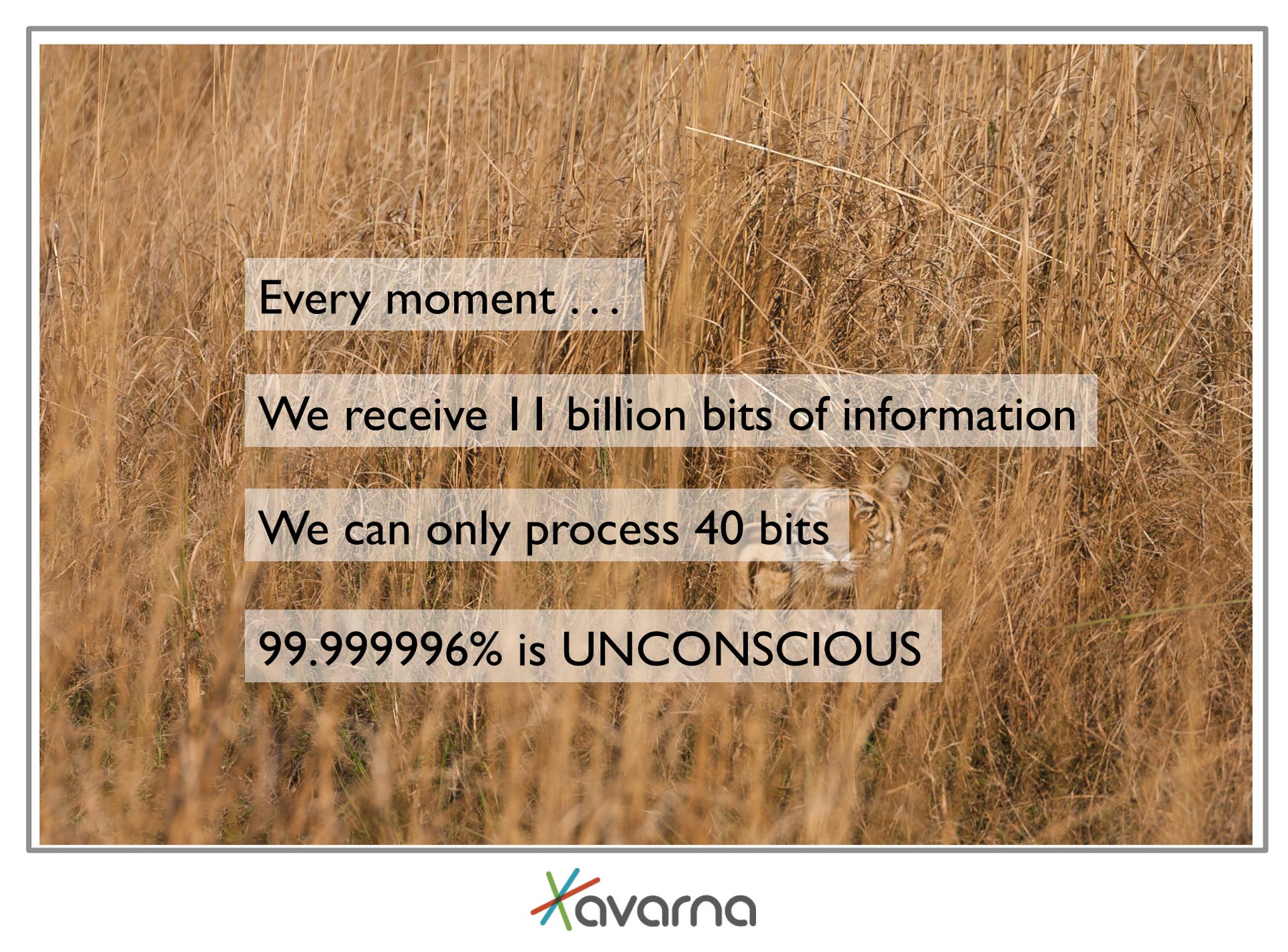
Diversity is what we are.

Inclusion is what we do.

Equity is how we do it.

Cultural competence is what we need to do it well.

Justice is an outcome.

A tiger is partially visible in the background, sitting in a field of tall, dry, golden-brown grass. The tiger's face and stripes are visible through the grass. The overall scene is a natural, outdoor setting.

Every moment ...

We receive 11 billion bits of information

We can only process 40 bits

99.999996% is UNCONSCIOUS



UNCONSCIOUS BIAS

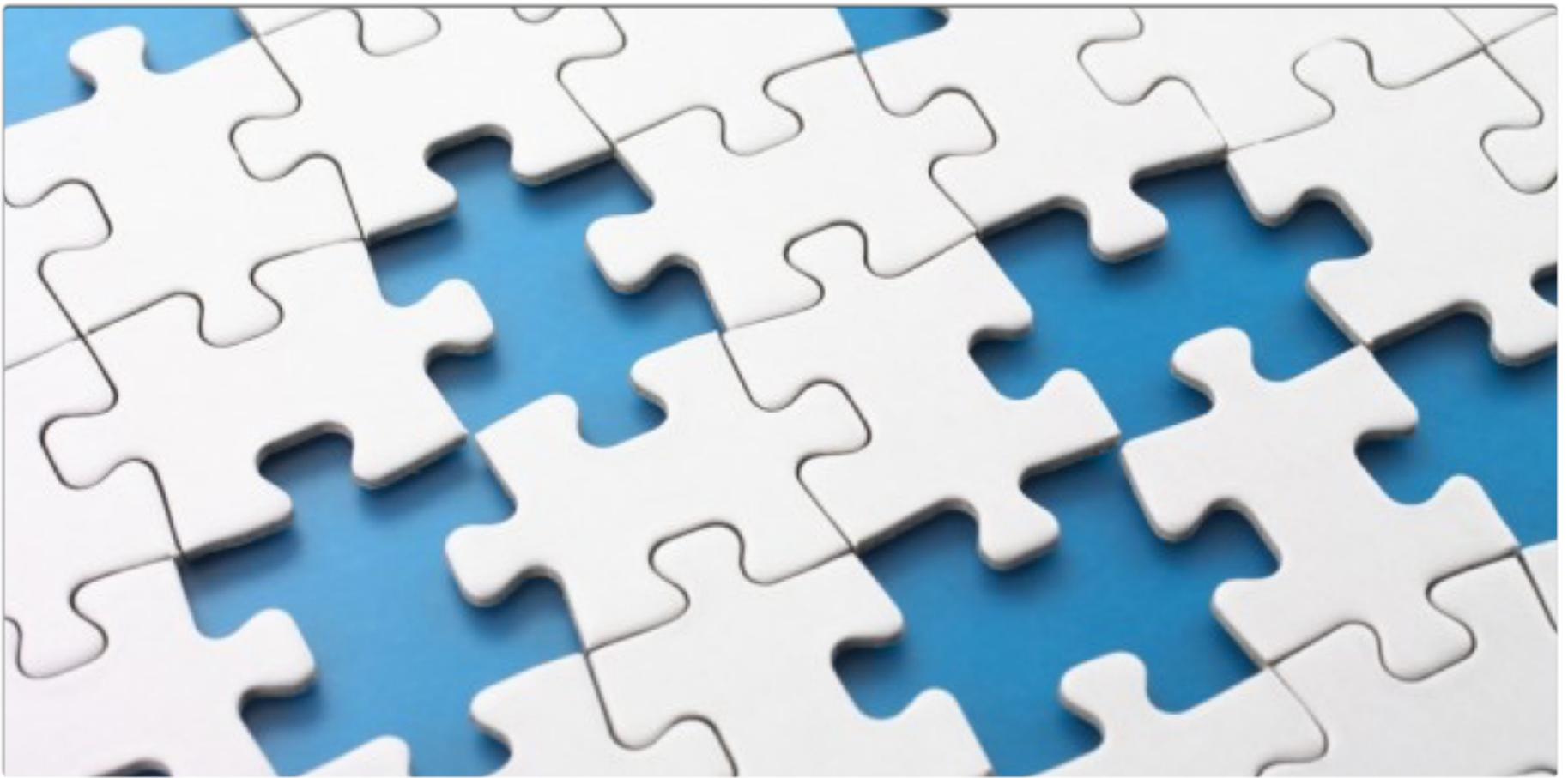
Unconscious, subtle, involuntary assumptions or judgments we make every day based on our prior experiences and culture



Birds of a feather

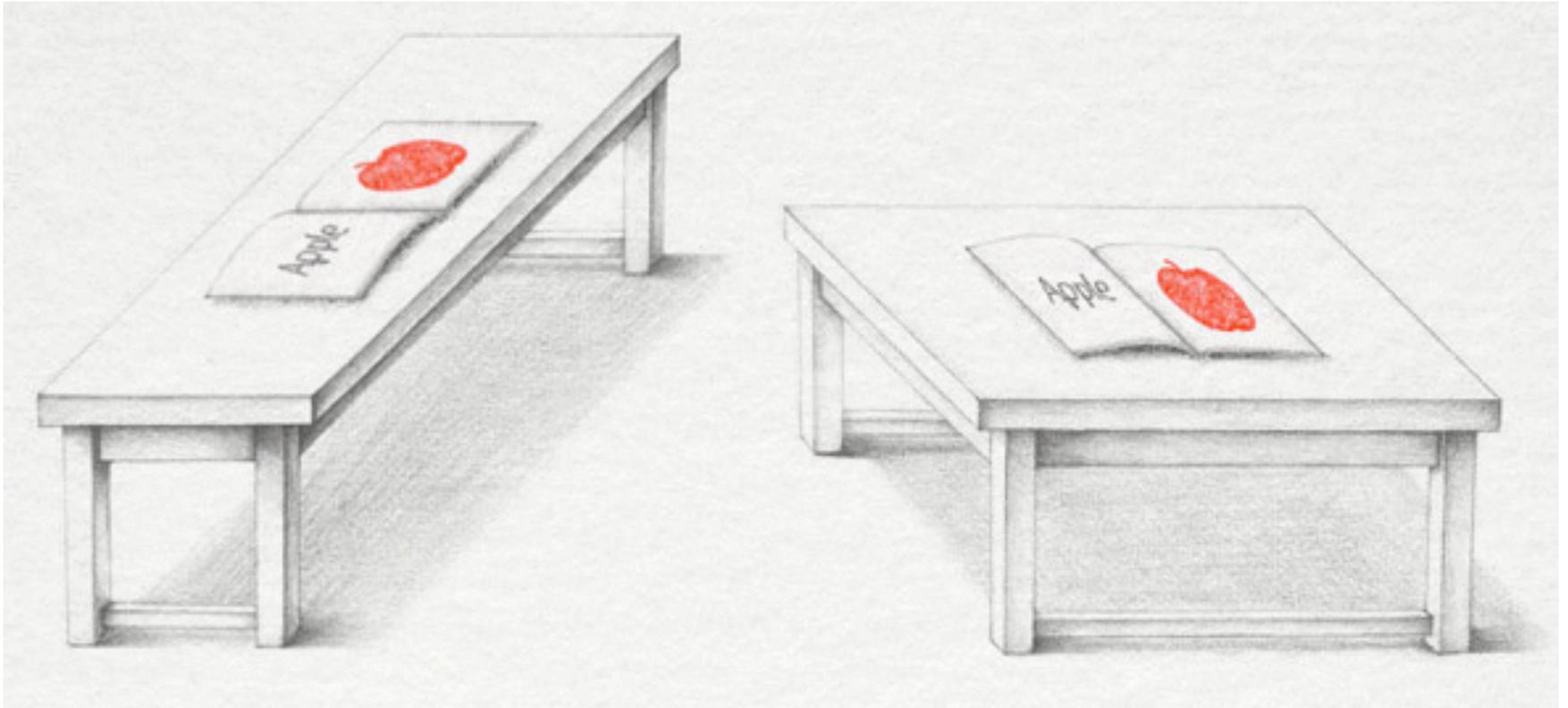
AFFINITY BIAS

Preferences we have for people who are more like us



CONFIRMATION BIAS

Our tendency to interpret information based on a way that confirms our own previous beliefs and experiences



PICTURE THIS

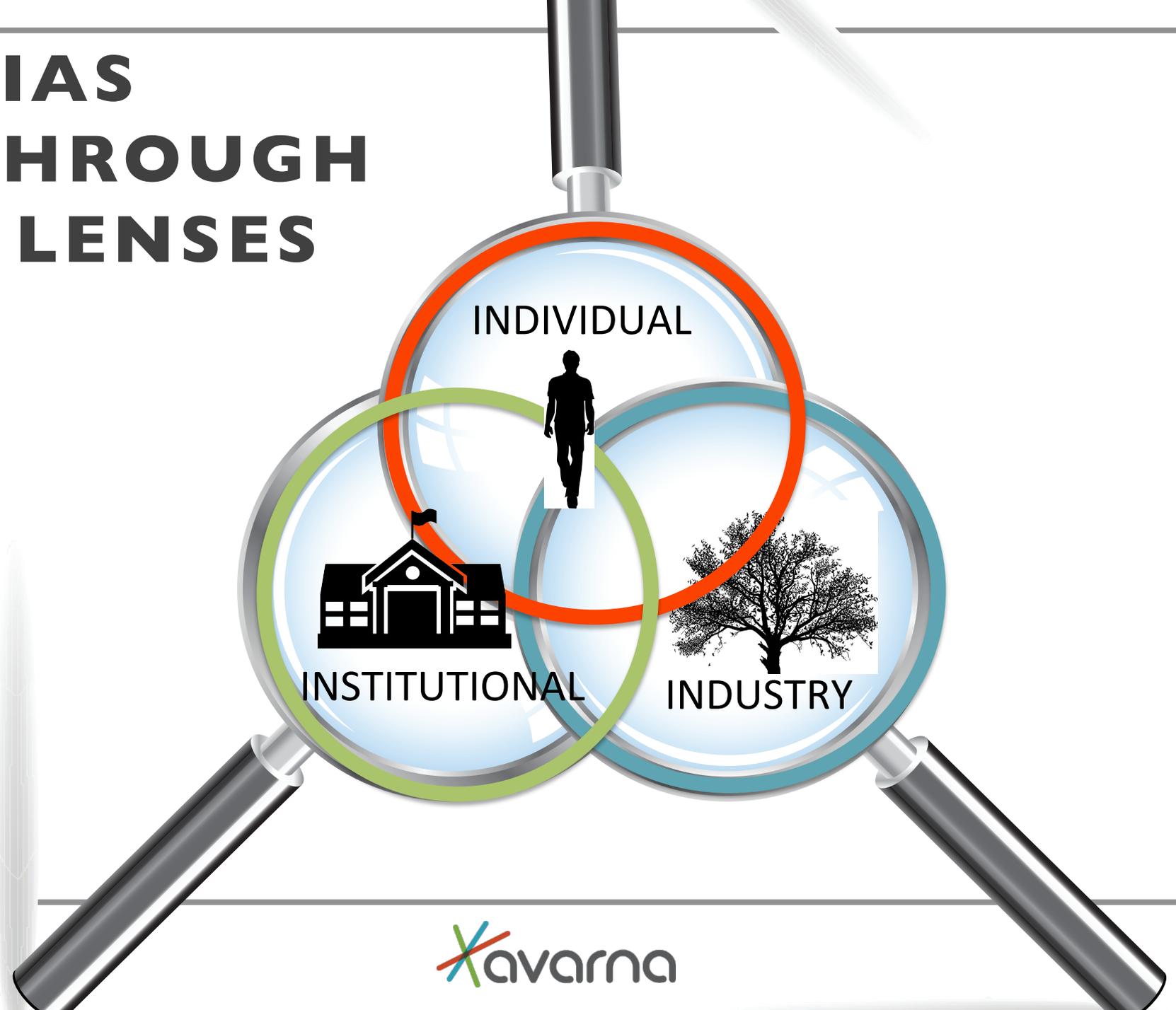
After scrubbing down, a surgeon walks into surgery for a routine appendectomy. The surgeon greets the patient and the surgical team, tells the patient about the process of the surgery, and then begins the anesthesia process. A surgical nurse assists in the anesthesia process while another continues to organize the surgical instruments. Once the patient is fully under, the surgeon turns to one of the nurses and says, “let’s get started. Scalpel please.”





BIAS

BIAS THROUGH 3 LENSES



HOW DOES INDIVIDUAL BIAS MANIFEST?





STEREOTYPES

Widely held, but oversimplified ideas about a person based on their identities (real and perceived).



WHAT WILL HAPPEN TO THIS PLACE
WHEN THE MAJORITY OF AMERICANS
DON'T CARE ABOUT THE OUTDOORS?

Support Expedition Denali on
KICKSTARTER

STEREOTYPES

Widely held, but oversimplified ideas about a person based on their identities (real and perceived).



MICROAGGRESSIONS

Unconscious everyday behaviors that often unintentionally disempower someone based on a non-dominant or marginalized identity.

MITIGATING INDIVIDUAL BIAS

Expose yourself to diverse voices and perspectives

Don't rely on people with marginalized identities to educate you

Amplify voices and perspectives less heard; de-center the traditional perspectives

Seek people with like identities to process through your biases

Be open to feedback; it's a gift

HOW DOES INSTITUTIONAL BIAS MANIFEST?

What institutional policies, practices, procedures, and programs could/do exclude people with certain identities?



WHERE INSTITUTIONAL BIAS TYPICALLY MANIFESTS

Recruitment & Hiring

Evaluations & Promotions

Staff Development

Employee Benefits

Marketing & Social Media

Built Environment
(Physical spaces)

Community Partnerships

Stakeholder Engagement

Advocacy



UNCONSCIOUS BIAS IN THE HIRING PROCESS

JOHN SMITH

[Street Address] [City], [State] [Postal Code]
Phone: [Your Phone] [Your Fax] E-Mail: [Your E-Mail]

Objective

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Experience

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JENNIFER SMITH

[Street Address] [City], [State] [Postal Code]
Phone: [Your Phone] [Your Fax] E-Mail: [Your E-Mail]

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80%
Worthy of hire

50%
Worthy of hire

\$4,000 less/yr

LAKISHA JOHNSON

Phone: [Your Phone] Fax: [Your Fax] E-Mail: [Your E-Mail]

Objective

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MARY JOHNSON

Phone: [Your Phone] Fax: [Your Fax] E-Mail: [Your E-Mail]

Objective

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50%
more interviews

= 8 yrs more
experience

GREEN 2.0 2017 DATA

ALL NGOS



See www.diversegreen.org for more information

MITIGATING HIRING BIAS



For more information see

<https://theavarnagroup.com/resources/hiring-practice-better-practices/>

COMMUNITY PARTNERSHIPS



PARTNERSHIP BETTER PRACTICES

Ask partners how you can support them

Avoid paternalistic paradigms (e.g., “service” or “empower”)

Be aware of power imbalances

Establish clear goals and expectations (WIIFM)

Provide mechanisms for feedback from partners

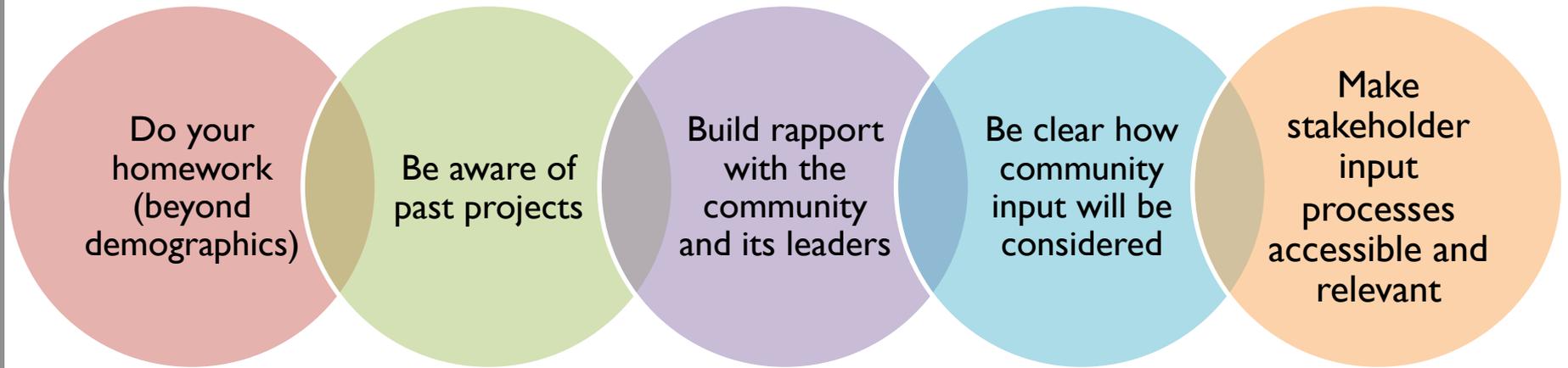
STAKEHOLDER ENGAGEMENT



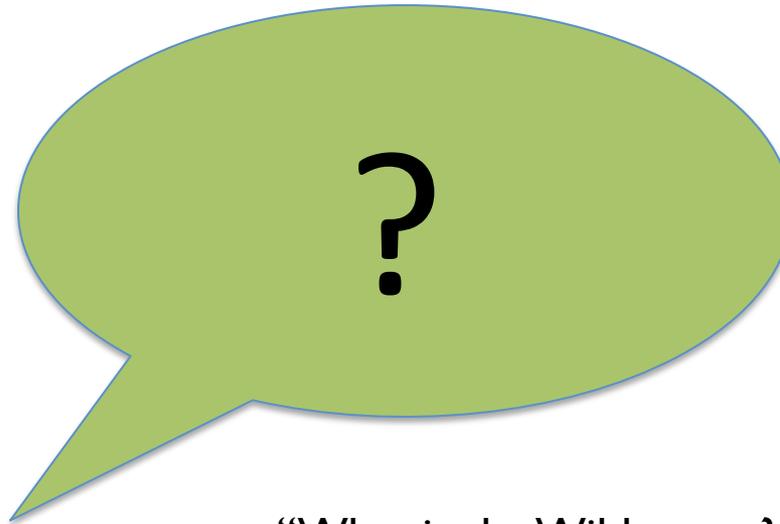
HOUSTON CASE STUDY



BETTER PRACTICES FOR STAKEHOLDER ENGAGEMENT



HOW DOES INDUSTRY BIAS MANIFEST?



“What is the Wilderness? ...Wilderness is not simply a place or an idea; it is also a political process.”

- *James Morton Turner*

WHEN:What was happening in the US at the birth of the conservation movement?



WHY:What was the impetus for the conservation movement?



HOW:What processes led to the creation of public land and preservation of natural spaces?



FOR WHOM:Whose lives and well-being were and are considered in the conservation movement?



BY WHOM: Who were the conservation movement founders?

WHAT'S THE IMPACT?



DISTORTION & ERASURE OF INDIGENOUS PRESENCE



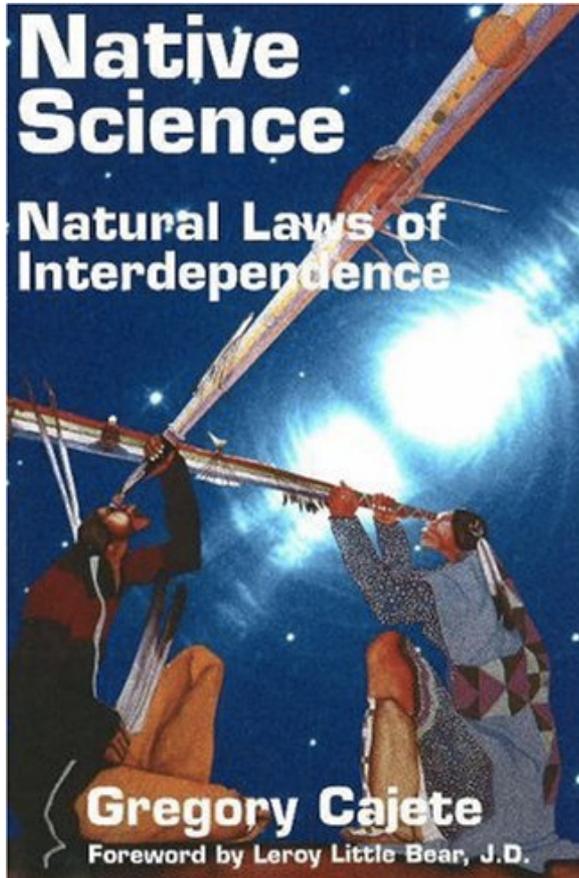
MYOPIC UNDERSTANDING OF “PROTECT & CONSERVE”



MYOPIC UNDERSTANDING OF “PROTECT & CONSERVE”



RELIANCE ON WESTERN SCIENCE



Book 1

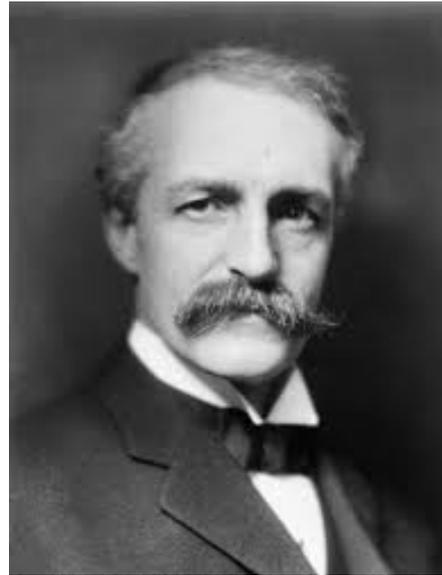
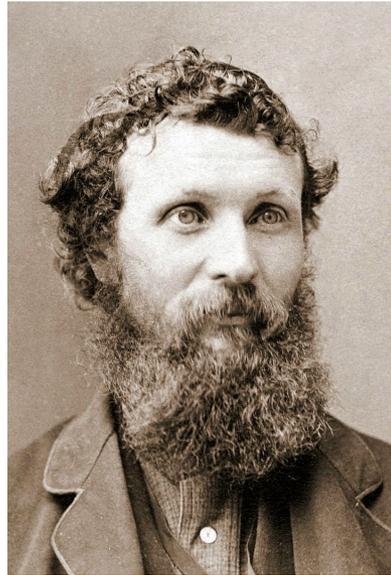


KNOWING HOME

Braiding Indigenous Science
with Western Science

Edited by
Gloria Snively & Wanosts'a7 Lorna Williams

NARROW VIEW OF “ENVIRONMENTAL HEROES”





ASSUMPTIONS ABOUT ENVIRONMENTAL CONNECTIONS

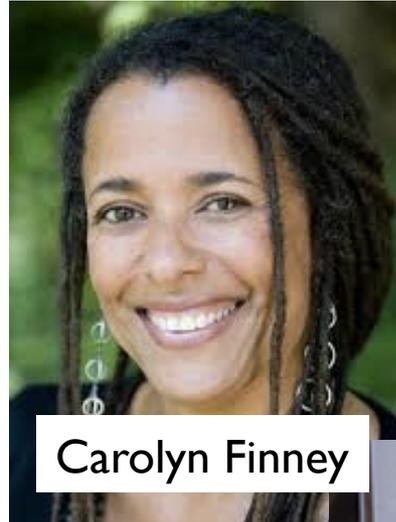
GOOD NEWS!



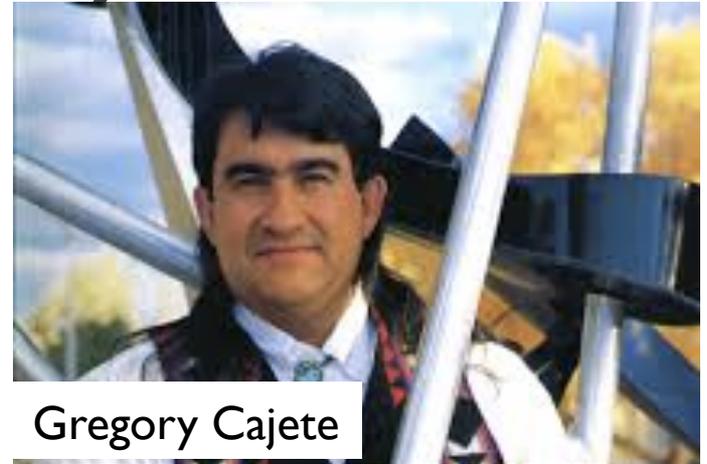
SOME CONTEMPORARY (AND MORE ETHNICALLY DIVERSE) VOICES . . .



Dorceta Taylor



Carolyn Finney



Gregory Cajete



Lauret Savoy



Laura Pulido

MITIGATING INDUSTRY BIAS

Investigate and incorporate local land history into your work

Expand your definition of connecting with and protecting land

Own by whom, for whom, and for what public lands were originally created

Form mutualistic partnerships across cultures

Consider non-Western science (e.g., TEK) in advocacy decisions

QUESTIONS? GET IN TOUCH.



info@theavarnagroup.com
www.theavarnagroup.com
www.theavarnagroup.com/resources

RESOURCES

- Take the Implicit Association Test, <https://implicit.harvard.edu/implicit/takeatest.html>
- Read Mahzarin Banaji & Tony Greenwald, Blindspots: The Hidden Bias of Good People
- Mahzarin Banaji on the On Being podcast
<http://www.onbeing.org/program/mahzarin-banaji-the-mind-is-a-difference-seeking-machine/8719>
- Sarah Kaplan,
Scientists show how we start stereotyping the second we see a face (Washington Post)
<http://theavarnagroup.com/resources/the-mind-is-a-difference-seeking-machine/>
- PBS's Black Folk Don't series, <http://www.pbs.org/show/black-folk-dont/>
- Alexander W. Watts, Why does John get the STEM job rather than Jennifer? Corinne Moss-Racusin works to understand and uproot the biases of scientists
<http://gender.stanford.edu/news/2014/why-does-john-get-stem-job-rather-jennifer>
- Green 2.0 201 NGO Scorecard
http://www.diversegreen.org/wp-content/uploads/2017/05/BeyondDiversity_NGO_Scorecard.Final_.pdf
- The Avarna Group Hiring Practices Toolkit
<https://theavarnagroup.com/resources/hiring-practice-better-practices/>
- Brentin Mock, *Why Race Matters in Planning Public Parks: A major overhaul of a huge Houston park reveals disparities in what white, black, and Latino residents want—and need*,
<https://www.citylab.com/design/2016/03/why-race-matters-in-planning-public-parks-houston-texas/474966/>