Welcome! We'll get started shortly.
You'll need something to write on + with.

TEAM
DYNAMICS

GRATITUDE

Our Colleagues /

- Nehrwr Abdul-Wahid
- julius erolin
- Beth Zemsky

WARM UP

Since last Tuesday…

- What have you been thinking about?
- How have you been feeling?
- What physical sensations have you had?

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Protocols We Invite You To Try Today

1 Notice + Name / Be Clear

2 Practice Self-Determination

3 Reactions Will Arise, Choose Your Responses

4 Assume Adults Are Doing What They Need to Do to Be Present

5 Allow Each Individual to Experience Their Experience

6 We Will Hold The Space Today

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Session Objectives

- Unpack concepts of Bias
- Explore the nature of Identity and its construction
- Practice sharing our own stories of identity and how they inform our experiences
- Develop skills to name and notice in new ways

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REVIEW

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Unconscious Bias

A tendency or preference towards a particular perspective, ideology, or result, which interferes with our ability to be impartial, unprejudiced, or objective, and of which we are *unaware*.

Describe what happened

D

DESCRIBE / Objective analysis and articulation based on observation

"What you see/observe"

INFORMATION GATHERING STAGE

I

INTERPRET / Subjective analysis and articulation based on observation

"What you think you see/observe"

INFORMATION PROCESSING STAGE

E

EVALUATE / Assignment of value judgment based on Descriptive and Interpretive information

"What you think and/or feel about what you think you see/observe"

DETERMINATION STAGE

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Nature of our Identity

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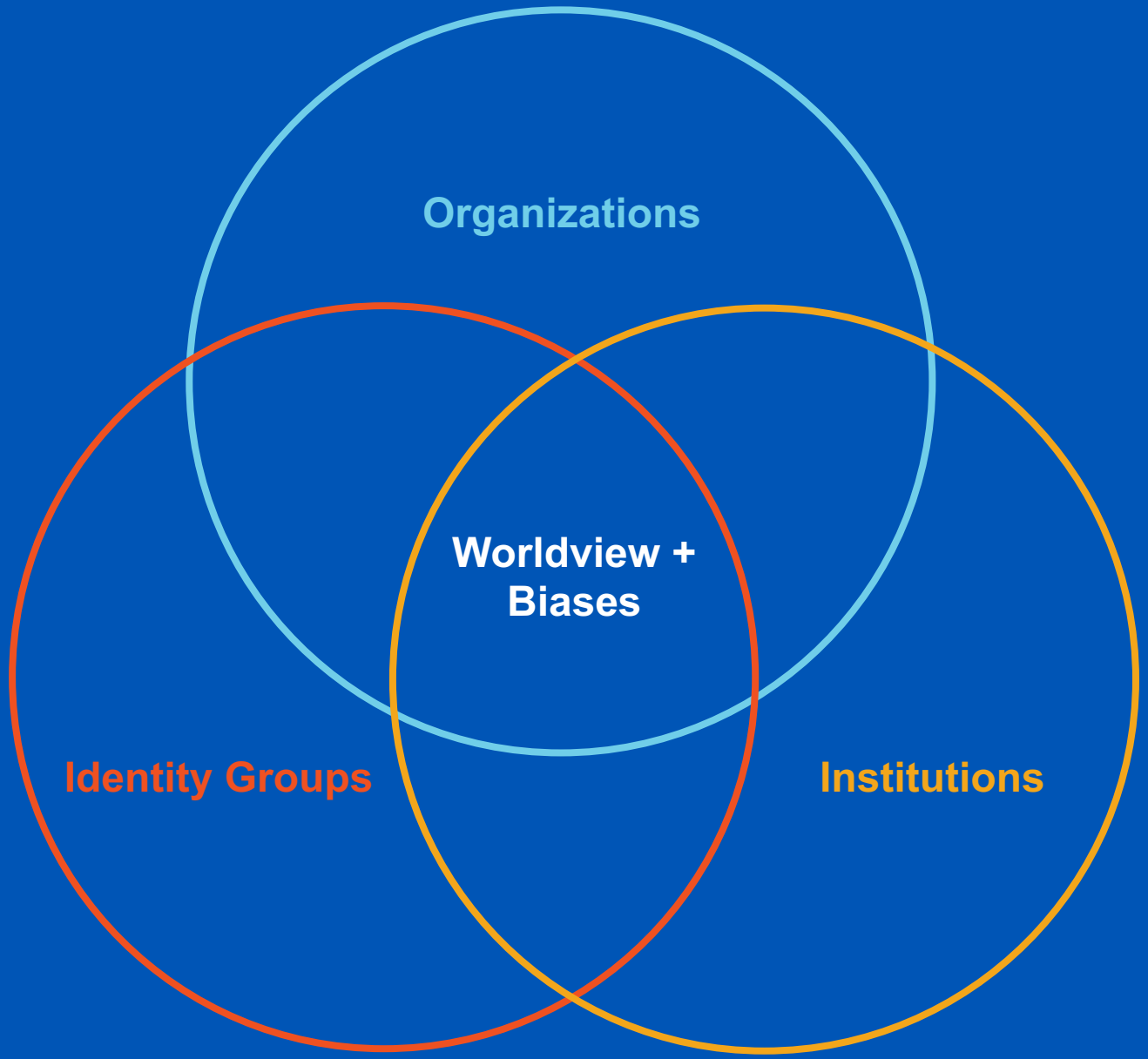

Cultural Influences shape our worldview which builds our biases

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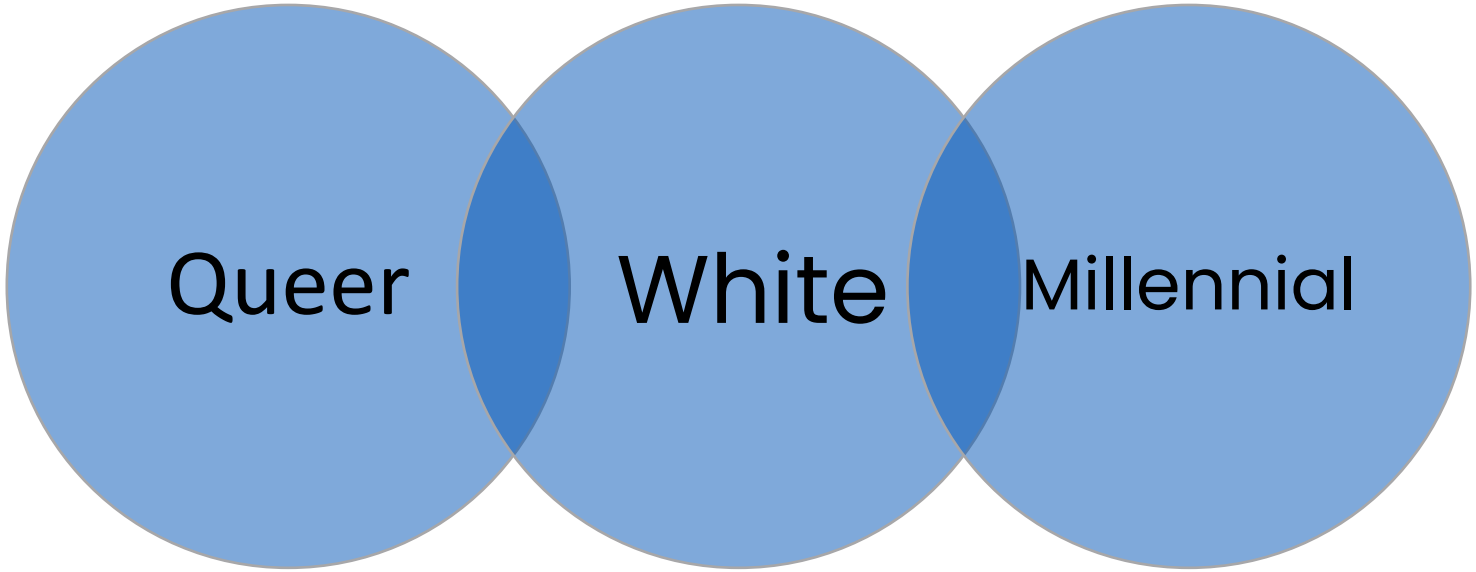
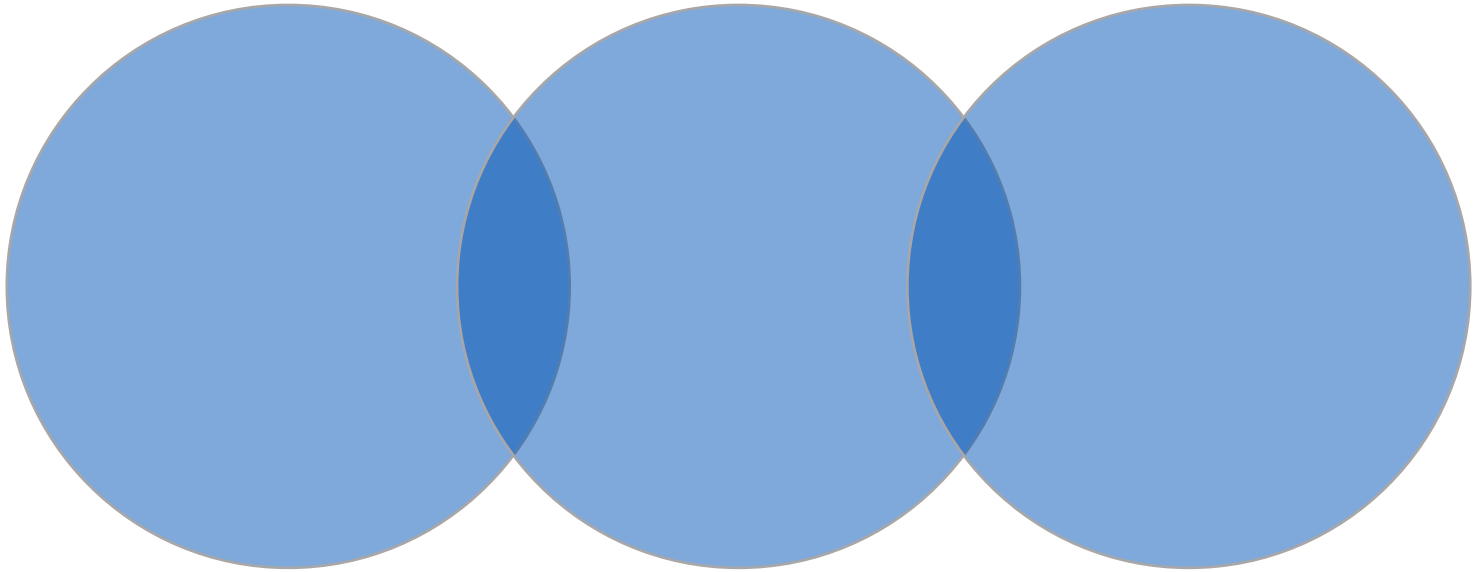
Sam's Identity & Influences



Queer	**White**	**Millennial**
Matthew Shepard	4 years old	9/11 & Recession
Post-Marriage/Pulse	First job after college	Youngest in the room

Your Identity & Influences



Identity	Identity	Identity
Influence	*Influence*	*Influence*
Influence	*Influence*	*Influence*

Small Group Discussion

Pick one identity

- How do you **define** that identity?

- How did you pick those words for your identity and what do those words mean to you? Assigned or chosen?

- Share a **story** behind 1 or more major influence

Moral of the Story

- Start with YOUR own lens / Self awareness
- Be intentional and GOAL directed
- Ask, Research, Observe, Take Risks

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What's Next?

Practice Noticing + Naming

Role, Goal, Soul

Grow Opportunities

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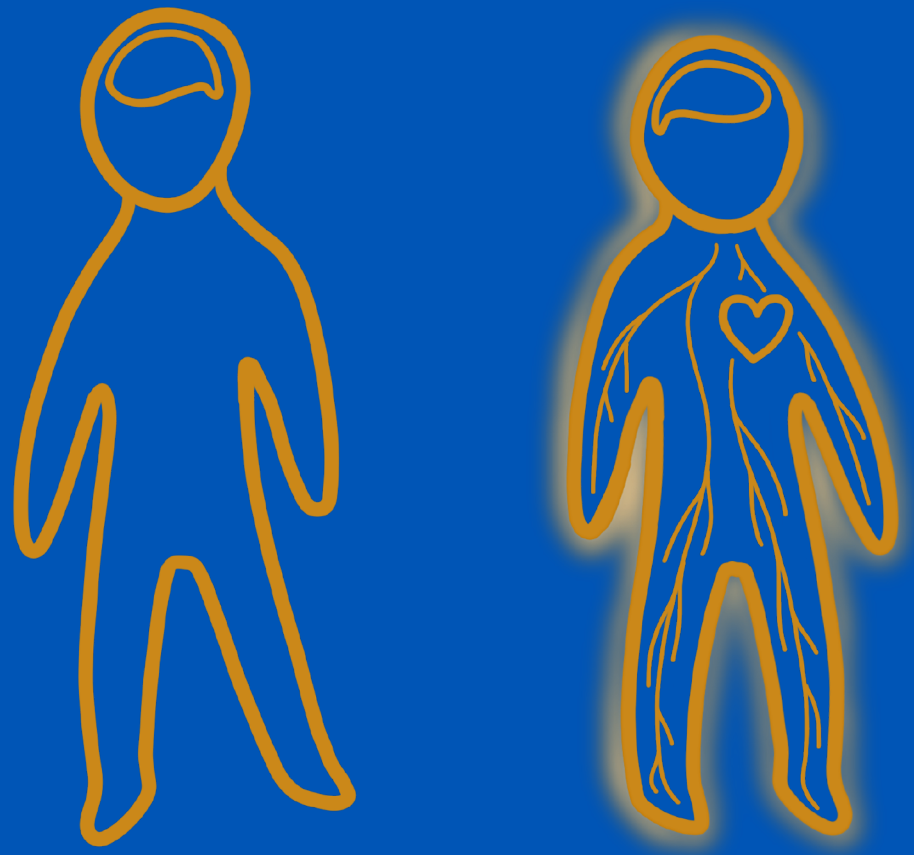
Gratitude + Commitment



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