COUNTERING UNCONSCIOUS BIAS THROUGH BEHAVIORAL AND STRUCTURAL CHANGE

Fourth Annual Diversity and Inclusion Professional Development Day

Tuesday, February 19, 2019

Office of Institutional Equity and Diversity
4th Annual Diversity and Inclusion Professional Development Day

Countering Unconscious Bias through Behavioral and Structural Change

February 19, 2019

Program Schedule

9:30 to 10:00 am  Plenary Session  
Location: Salomon 101  

Special Introductory Remarks:  
Christina Paxson  
President of Brown University  

Richard Locke  
Provost of Brown University  

Welcome and Overview:  
Shontay Delalue  
Vice President for Equity and Diversity

10:00 to 11:15 am  Keynote Panel Discussion  
Location: Salomon 101  

Disrupting Inequity: Countering Unconscious Bias through Structural Change  

Amanda Bailey, Vice President for Human Resources  
Lundy Braun, Professor of Medical Science and Africana Studies  
Nicole Truesdell, Assistant Vice President for Campus Life  

Moderator:  
Marlina Duncan, Assistant Vice President for Academic Diversity

11:15am to 11:30pm  Brown Bag Lunch Pick-Up  
Location: Salomon Lobby  
Must have registered to obtain lunch

11:30am to 1:00pm  Concurrent Breakout Sessions 1  
Various Locations

1:15 to 2:45pm  Concurrent Breakout Sessions 2  
Various Locations
Keynote Panel Speakers

**Amanda Bailey** joined Brown in July of 2018 as Vice President for Human Resources with over 20 years of human resources experience. Prior to her role at Brown, Amanda was chief of staff and associate vice president of human resources at Morehouse College. Among her many accomplishments at Morehouse, she launched a program focused on employee and leadership development, increased diversity on the college’s leadership team and established new policies and procedures for talent management, talent development and compensation. Amanda earned a master’s degree in labor relations and human resources management from the University of Rhode Island and a bachelor’s degree in English from Florida Atlantic University.

**Lundy Braun** is a Professor of Africana Studies and Pathology and Laboratory Medicine. Her research takes an interdisciplinary approach to analyze the various dimensions of structural racism, health inequality, and colonization. Her projects include the transnational circulation of knowledge about racial difference, lung capacity measurements, and respiratory disease, especially between the US and South Africa in the 19th and 20th centuries; and, the contemporary debate over race, genomics, and health inequality, especially as it impacts explanatory frameworks and medical pedagogy. She has participated in national and international workshops on race, imperialism, genetics, and health. She organizes the Working Group of the Race, Medicine, and Social Justice cluster of the Center for the Study of Slavery and Justice and is the author of Breathing Race into the Machine: The Surprising Career of the Spirometer from Plantation to Genetics.

**Nicole Truesdell** is the Assistant Vice President for Campus Life and the Director of the Institute for Transformative Practice at Brown University. Prior to coming to Brown in March of 2018, Dr. Truesdell was formerly the Senior Director for the Office of Academic Diversity and Inclusiveness (OADI) at Beloit College and affiliated faculty in the departments of Anthropology and Critical Identity Studies. OADI is an office she created in 2015 that both housed programs focused on working with underserved and underrepresented populations in higher education and conducted faculty and staff development around decolonizing pedagogies. She received her PhD from Michigan State University in Anthropology in 2011, her MA in Anthropology from both Michigan State University (2009) and Louisiana State University (2005), and her BA in Anthropology from Beloit College in 2003. As a trained socio-cultural anthropologist, Dr. Truesdell examines larger systems of oppression and focuses on local means of resistance within marginalized communities. Her general research interests are in racialized citizenship and belonging in the UK and US, decolonial black feminist praxis, and critical university studies. She has published in various journals and edited volumes, and is currently working on a book manuscript on decolonial black feminist praxis.

**Moderator: Marlina Duncan** is the Assistant Vice President for Academic Diversity for the Office of Institutional Equity and Diversity. She also serves as the Associate Dean of Diversity Initiatives at the Graduate School. Before joining Brown, she directed diversity initiatives and education and outreach programs at the Broad Institute of the Massachusetts Institute of Technology and Harvard University in Cambridge, MA. Prior to being at MIT and Harvard, Duncan served as assistant professor of science education at Fayetteville State University in Fayetteville, NC. She also worked as program director of the Northeast Alliance for Graduate Education and the Professoriate at the University of Massachusetts in Amherst.
Concurrent Breakout Sessions

I. Implicit (Unconscious) Bias and Microaggressions: How Our Brains Take Short Cuts

Stephen Allsop, Picower Institute for Learning and Memory at MIT and Harvard Medical School

Bruce Birren, Director of the Genomic Center for Infectious Diseases, Broad Institute of MIT and Harvard University

Location: 85 Waterman, Room 130

In this interactive session, participants will learn how our brains take shortcuts that lead to implicit bias and microaggressions, as well as some constructive steps to counteract these personally and systematically.

II. Is Masculinity Toxic? Reflections on Masculinity in the #MeToo Era

Marc Peters, Assistant Director for Community Dialogue and Campus Engagement and Creator of Brown's Masculinity 101 Program

Location: Friedman Hall, Room 108

In this discussion-based workshop, participants will explore the ways in which we are socialized with regards to gender and how that socialization process can be harmful to ourselves and others. Additionally, we will touch on some recent events related to the topic including Gillette's 'controversial' new ad and also what it means to engage with the work of public figures who have caused harm.

III. On the Eve of Change: Implications of the Proposed New Regulations under Title IX for Employees

Rene Davis, Title IX Program Officer

Location: Friedman Hall, Room 101

Join the Title IX Program Officer in a facilitated group discussion on the changes in the proposed regulations and potential implications from the lens of faculty and staff. This is an interactive session in which participants will engage in small group conversations on concepts such as responsible employee reporting, cross-examination in a hearing process, and procedural fairness with an employee-initiated complaint or employee respondent.
IV. Through the Looking Glass: Mitigating the Effects of Stereotype Threat

Lynn Hernández, Director of University Inclusion Programs and Assistant Professor of Behavioral and Social Sciences (Research) in the School of Public Health

Location: Friedman Hall, Room 102

The awareness of stereotypes and biases about the groups we belong to can impact our performance, our motivation and our ultimate achievement. In this interactive workshop, we will define stereotype threat, review the science behind it, and discuss the ways we can combat it in ourselves, our students, and our employees.

V. Practical Mindfulness Skills to Counter Unconscious Bias

Eowyn Ahlstrom, Mindfulness Center at Brown in the School of Public Health

Alex Zima, Mindfulness Center at Brown in the School of Public Health

Location: Friedman Hall, Room 208

Research suggests that mindfulness practices that bring deliberate attention to automatic thoughts, such as unconscious biases, can in turn impact explicit social judgments and behaviors. In this workshop you will learn what mindfulness really is, how to begin practicing it, and how to apply it to noticing your body, mind, thoughts, and ideas. You will be guided in an exploration of mindful listening, a key skill for bringing awareness to unconscious thoughts and feelings. You will also be given helpful tools for applying mindfulness practices in your life and work beyond the workshop.

Map of Locations