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
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

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

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

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

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

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