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

Location: Friedman Hall 102

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 202

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 108

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 208

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.