

Implicit Bias and Microaggressions Part 3

Link: [Just belonging: finding the courage to interrupt bias | Kori Carew | TEDxYouth@KC - YouTube](#)
[Mar 8, 2018 (19 mins)]

Kori Carew begins with the statement that, “you have never looked eyes with another person who is not worthy of freedom, of liberty, of connection, and of belonging.” Ms. Carew, a Black woman, then follows with a story of entering a courthouse. She is stopped by a guard and told that the specific door she is entering goes toward chambers and is only for attorneys. Carew replies that she is an attorney. The guard asks for proof. Ms. Carew brings out her ‘bar card,’ and her colleague, a white man, produces his as well. She tells this story because of the everyday aspect of it; people are often “othering” her and saying essentially, “this table is not for you.” She remembers the “anger and a warmth that went along with the embarrassment and humiliation” of not feeling trusted, and also the feeling that she must stay quiet, using her “low voice” and “not pointing out the inconsistency” that only she was asked to prove her status as an attorney. Carew describes how advocating for herself at that time would be a double-edged sword; while the action of the guard was egregious considering he likely and regularly lets in white men without proofing them, if she protests, she is seen as unreasonable, as the “angry Black woman,” or of “playing the race card.”

But Carew points out that when we allow behaviors or macroaggressions that are driven by implicit bias to go unaddressed, we are saying to those who are harmed that their stories, their feelings and their realities do not matter. Carew goes on to describe that the microaggressions that happen to her are ignored because as a society we don’t like to have difficult conversations. And also, because our leadership is mostly white men or people enjoying white privilege, and thus not sharing her experiences—and too often doubting that they exist. She talks about the myth of the “sad day to be a white man” and replaces that with Black people’s lived experiences regarding, for example, police stops and inequities of school discipline. She wonders, “What does it look like if we do things completely differently? ...What does it look like to make space for all our experiences...?” According to Kori Carew, Esq. there are 5 things that are important to create ‘courageous conversations’ and ‘walk in courage’.

- 1) We must listen—and very differently than we have before. We must be silent and empathic and judgment free. “We don’t get to tell people about their reality.”
- 2) We need to cultivate our curiosity about others’ realities—a mindset of learning that goes beyond our own lived experience.
- 3) We need to negotiate our relationship with vulnerability. “We are called to be gracious in this process and to do things that are not comfortable... no matter how messy it gets... we need to stand up”
- 4) We must speak up. “When something is happening to you, we speak, and when something is happening to me, we speak.”
- 5) We must rethink the concept of belonging. We live in silos detached from each other but, “We belong to each other.” Ask, “How do I build a circle a circle of belonging that encompasses humanity in a different way, that transcends differences, that transcends diversity, that transcends race.’



“Charleston and Charlottesville is not how everyday racism shows up. It dresses up in heels and we normalize it.” She ends by giving a definition of courage: “An invitation to courageous being. That courage is doing the thing that you don’t want to do, the thing that’s icky but it needs to be done. I invite... because it is in doing those things, small, repeating over and over that we become courageous. Courage is a practice. But if we are going to going to create a new way of belonging and being in community, we must be courageous.”

[An Introduction to Unconscious Bias - YouTube](#) [2017 (3 mins)]
Short Solutions (Robbie Short Illustrations for Helmsley Frazier)

This video is a primer on how our unconscious brain and “affinity bias” automatically associates positive meanings with what is familiar; in this way, we associate safety with our own—or similar—kin. It is only in acknowledging our biases and widening circles of relationships and influence through inclusive habits that we overcome personal and cultural biases in our brain. “If you do not intentionally, deliberately and proactively include, you will unintentionally exclude.”

Resources:

[Understanding unconscious bias | The Royal Society - YouTube](#) [2016 (3 mins)]

[What is Unconscious Bias? - YouTube](#) [2015 (3 mins)]