



Council for Affirmative Action

A Journey Into Change: An Unconscious Bias Workshop

Hosted by

CFA, Monterey Bay Chapter

Office of Inclusive Excellence

Office of Title IX/DHR

University Personnel

This workshop is likely to be different than others you have attended. Most workshops focus on the content. However, the energy of this workshop is focused on the "user" of the content...You!

Date: Friday, September 30, 2016

Time: Lunch 11:30am, Workshop 12-4pm

Location: UC 115

RSVP by COB September 23 to cfa_mb@calfac.org



Colleagues,

The Council for Affirmative Action (CAA) invites you to participate in a dynamic workshop entitled "A Journey into Change." The goal of this workshop is to help faculty and administrators become aware of unconscious biases, preferences, and micro-aggressions which interfere with the recruitment and retention of diverse faculty.

In advance of the workshop, participants are asked to take online that were developed using academic research methods by Project Implicit of Harvard University to uncover unconscious biases and preferences. Specifically, each participant is asked to take four of the Implicit Association Test (IAT), one on race, one on gender and two of their choosing at <https://implicit.harvard.edu/implicit/takeatest.html>. Participants are encouraged to print the results of each test and bring them to the workshop for reference.

In the safety of the workshop environment, participants will be encouraged to engage in open and respectful dialogue, identify their unconscious biases, and challenge those biases.

And finally, with a new awareness, workshop participants will talk about how we can transform the systems we work in by changing individual behavior so that these unconscious biases, preferences, and micro-aggressions no longer perpetuate a system where discrimination and inequities occur. The idea is to foster a CSU environment wherein we can recruit and retain a more diverse faculty workforce and decrease workplace toxicity.

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We look forward to your participation. **Please RSVP by September 23 to cfa_mb@calfac.org.**

In solidarity,

Rafael Gomez, Monterey Bay Chapter President
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