



1: Privilege and Bias

Intros and Welcome

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The
**BETTER
TOGETHER**
Sessions

The logo for Elders Climate Action, featuring a stylized green tree and the text "ELDERS CLIMATE ACTION" in a white box.

What is Privilege?

A special right, advantage, or immunity granted or available only to a particular person or group



The
**BETTER
TOGETHER**
Sessions



Your Turn!

Small group discussion in Zoom Break Out

(6 minutes in groups of 3)

How are we privileged?

- Community
- Education
- Access

Choose one of the above to share within your breakout group.

The
**BETTER
TOGETHER**
Sessions



Mental Minute

Take a moment to yourself.

In what ways has your privilege given you access?



What is Bias?

Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair

Biases, conscious or unconscious, are not limited to ethnicity and race. They may exist toward any social group. One's age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.



Unconscious Bias

Also known as Implicit bias

Occurs automatically as the brain makes quick judgments based on past experiences and background.

As a result of **unconscious biases**, certain people benefit and other people are penalized.



Conscious Bias

Also known as Explicit bias

Conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.



Your Turn!

Small group discussion in Zoom Breakout Rooms

(6 minutes in groups of 3)

Share an experience of when you've encountered bias or were biased against someone else?



How to F.L.E.X. on Bias!



Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

"eXpend" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives

Share in the chat!!!

**In what ways can you participate
in countering bias?**



Mental Minute

Take a moment to yourself.

**How do we recognize conscious or unconscious bias?
How can we counter Unconscious bias?**



Thank you for joining us!

Your input is important to us.

Please fill out the [Better Together Session \(June\)](#) survey!

We will send out an email with the recording along with some valuable resources to support our learning efforts.

We hope to see you on July 8th for the next session, **Inclusivity and Allyship**

