Achieving Results

How do we ensure that everyday transactions support rather than hinder results work?

Adapted from john powell/Haas Institute material:
http://haasinstitute.berkeley.edu/perception-reality-understanding-breakthrough-mind-science-research-racial-bias
In-Group members: “more human”

Esteemed    Pitied    Envied    Despised

The Cycle of Implicit Bias

- Historical & Ongoing Segregation
- Racialized Schemas
- Structural & Systemic Inequalities
- Self-Reinforcing Expectations
- Implicit Bias
How We are Structured by Structures

We are all situated within structures. But we are situated differently and unevenly.

Structures combine and interact to produce differential outcomes.

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