

Turning Barriers into Bridges by Disrupting Bias to Accelerate Results



Presented by Lenora Billings-Harris, CSP, CPAE

Dramatic recent events highlight the necessity of deliberate discussions related to perceptions and realities as it relates to race/ethnicity and gender.

As a highly diverse workforce, student population and community continue to grow, universities have a leadership role to model behaviors and dialogue that can assist campus leaders at all levels understand, appreciate, and capitalize on differences as well as similarities. It is generally accepted that cultural backgrounds and experiences of diverse faculty, staff and students can enrich academic excellence in many ways, yet the university's ability to manage diversity can strengthen or impede results. Enhancing inclusion practices helps leaders incorporate behaviors that improve the campus culture and attract, develop and retain the best talent.

This program is a non-judgmental and fun (virtual or in-person) session intended to provide a platform for participants to discover how and why unconscious bias impacts decisions and daily interactions; and then how to strengthen cultural intelligence leading to positive relationships in the office, in the classroom and during campus events.

Participant Takeaways:

- Anticipated outcomes of the session participation will allow leaders to:
- Recognize that biased behaviors often occur unintentionally
- Sharpen their awareness of the impact of their micro-behaviors on others
- Understand the neuroscience of bias and decision making
- Explore the influence of bias on their talent development decisions
- Utilize actions that demonstrate an ability to be an ally and an advocate
- Develop a personal action plan using the Four-Part Compass of Multi-Cultural Competence that accelerates inclusion strategies