

How to Keep Inclusion on Your Radar

Sara Clark, Intercultural Education Coordinator
Mills International Center

Jen Mirabile, Sr. HR Programs Coordinator,
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By the numbers...

- 3 6 7
- 14 28 29
- 5 10 11
- 2 4 5



3 Tools to help you address exclusive behaviors

1. Vulnerable Decision Points
2. Rewind Your Story
3. Habit Loop



Tool #1 Identify decisions vulnerable to bias

Person's
decision state:
When I am not
at my best?

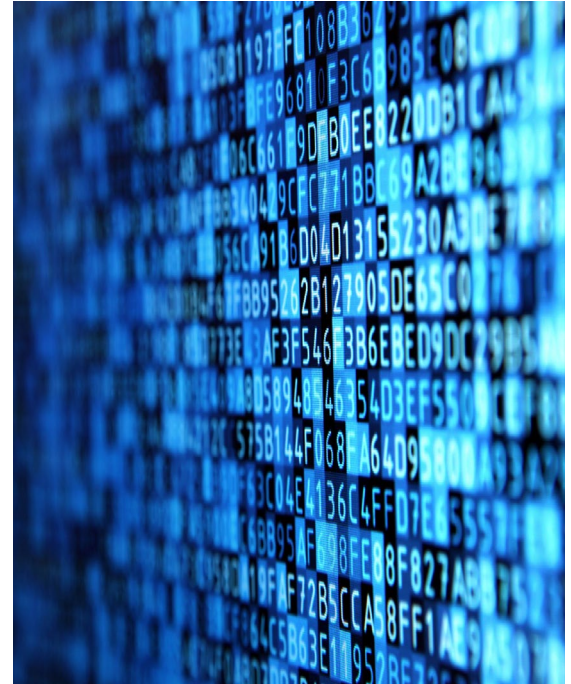
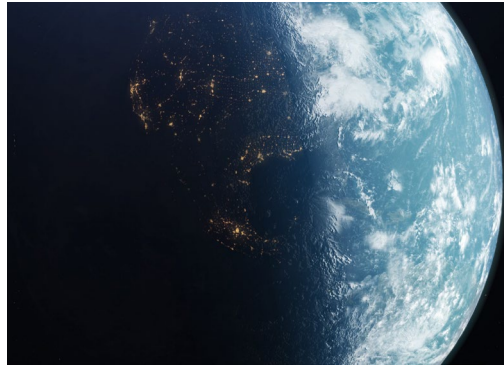
**Vulnerable
Decision
Points**

Elements of
situation:
New
Unclear
Judgement call
or
Time pressure



Tool #2 –Rewind My Story

Humans live in stories:



The Problem with our Stories:

INACCURATE




Take a moment to think about a story you have told yourself about a person or a situation in the workplace which creates negative feelings.



Tool #2 Rewind Your Story

Tool #2 Rewind your story

1) Pause the story 

My view of the situation with _____ is:

2) Rewind the story



What happened? (What is the neutral observed behaviors that everyone could agree with?)

3) Play new stories



Click to add text

Why would a reasonable person do this?

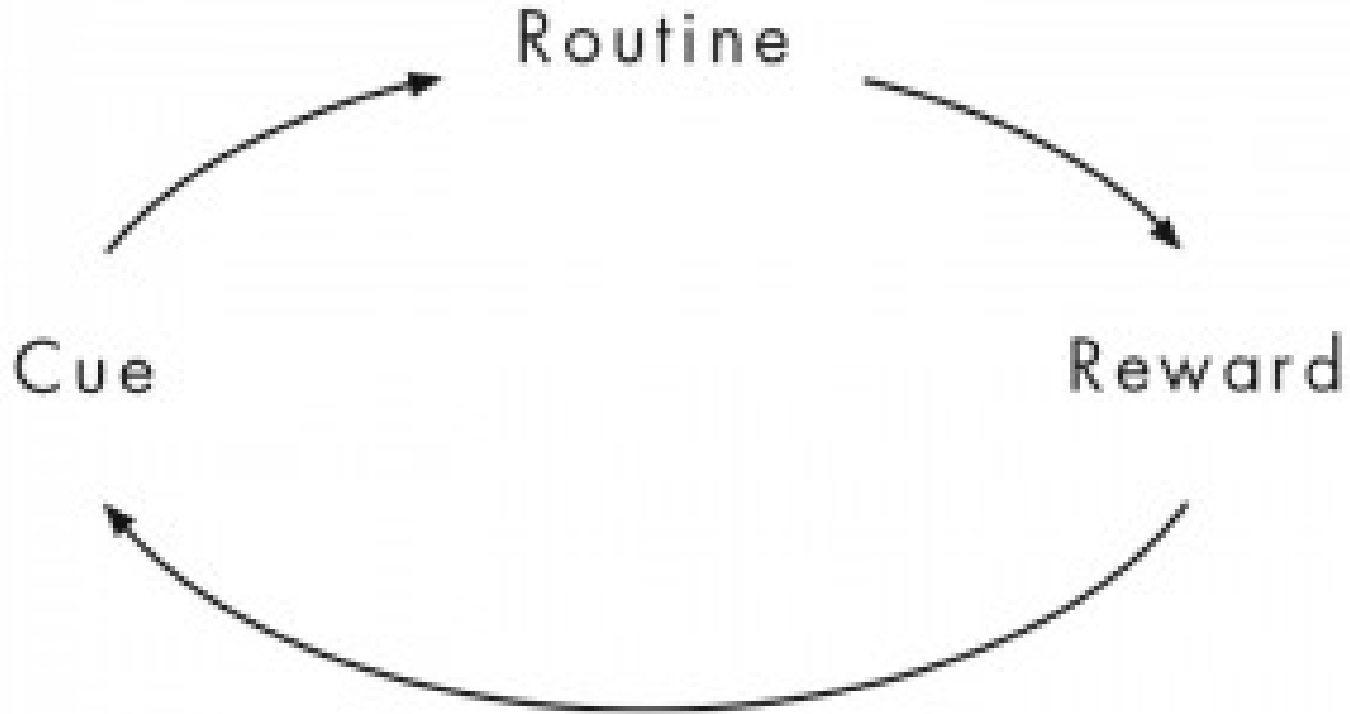
If they have different values or norms than me, what could be going on?

What could another explanation be for their behavior?

For next steps, see handout that will be sent after the workshop.



- Tool #3 Habit Loop



Break-Out Room Work

Choose one of the Inclusion Tools

1. Vulnerable Decision Point
2. Rewind Your Story
3. Habit Loop

Take ~4min of silence to begin the worksheet for the tool you selected

Once you are in your break-out room share the tool you chose and how you are applying it to your work
(15 minutes)



Resources

- ❑ [Inclusion Habit webinar](#) – CUPA-HR , Dr. Amanda J Felkey (Inclusion Habit)
- ❑ [Inclusion Habit Tracking Application](#)
- ❑ [4 Types of Bias Leaders Need to Look Out For](#)
- ❑ [21-Day Racial Equity Habit Building Challenge ©](#)
- ❑ [Best Habit Tracking Applications](#)
- ❑ Dr. Erik Girvan & Dr. Kent McIntosh([implicit bias & vulnerable decision points research](#))
- ❑ Charles Duhigg ([The Power of Habit](#))
- ❑ [Vital Smarts](#) (Crucial Conversations & Crucial Accountability)
- ❑ Dr. Janet Bennett ([Intercultural Communication Institute](#))
- ❑ Dr. Brene Brown ([Dare to Lead](#))
- ❑ Habit-Loop
<https://www.developgoodhabits.com/habit-loop/>



**Thank you for attending
today's professional
development session**



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