

# Confronting Your Bias



Why are you so racist?



How did hearing that  
question make you feel?



# Goals

1. Discuss any negative feelings that arise when addressing racism
2. Recognize avoidant behaviors created by these feelings
3. Discuss healthier responses to these feelings and share tools to fight racial discomfort and implicit bias



We need to get better at accepting and confronting, not avoiding, negative feelings.

What are some negative emotions you have when discussing race/racism?



These negative feelings produce avoidant reactions.

What do you do to avoid conversations  
about race?



Avoidant responses often include:

Denial

Minimization

Blame Shifting

Detachment

Deflection

GASLIGHTING



If we feel...

sad, anxious, angry, guilty,  
defensive, overwhelmed,  
and hopeless

...what can we do?





Get over it.



# Embrace the discomfort.

What are some ways that you have learned to embrace the discomfort about confronting your biases?



# How can I fight my biases?

- Acknowledge them.
- Act according to your values.
- Don't assume; ask questions instead.
- Question yourself and hold yourself accountable.
- Ask for help.
- Stay engaged and educate yourself.
- “Put yourself in someone else's shoes.”



I am...

BUT

I'm not...

“I am Black, but I’m not a good dancer.”



# Homework Resources

## Implicit Association Tests

<https://implicit.harvard.edu/implicit/takeatest.html>

## Other Media

White Fragility (Essay)

<https://libjournal.uncg.edu/ijcp/article/viewFile/249/116>

21 Day Racial Equity Habit Building Challenge

<https://www.eddiemoorejr.com/21daychallenge>

Unconscious Bias in the Workplace

<https://builtin.com/diversity-inclusion/unconscious-bias-examples>

Uncomfortable Conversations With A Black Guy

[https://www.youtube.com/channel/UC3DoYiL7X\\_N1Ta1o4HE9Mlg](https://www.youtube.com/channel/UC3DoYiL7X_N1Ta1o4HE9Mlg)

## Documentaries

Disclosure

The African Americans: Many Rivers to Cross

Freedom Riders

Slavery by Another Name

Eyes on the Prize

13th

The Mask You Live In

## TV Shows

RuPaul's Drag Race

Insecure

Atlanta

Dear White People

The Chi

Black-ish

Power



# This Month's Events - BLACK

## POP UP AFRIKA Market late-August



## Afro Film Society Film screening August 15th



# This Month's Events -LGBTQIA



**1** **8** **3**

**AUG 13**

**DRAG BINGO**

THU, AUG 13TH 8:30PM  
周四, 8月13号 20:30

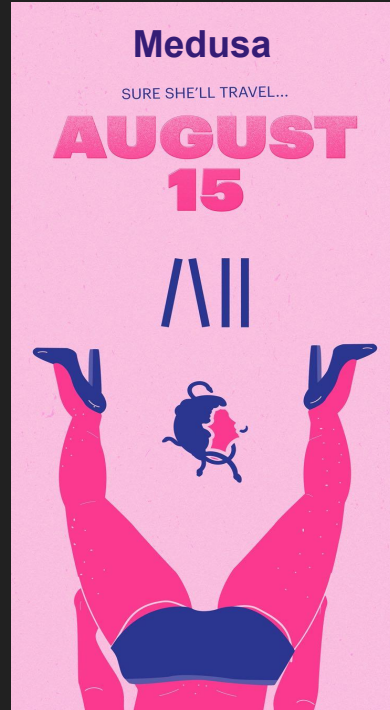
BEAVERHAUSEN | FANTASIA VALENTINA

**YOUR HAPPINESS STARTS HERE**

HUNT: NO.42 XINGFU ROAD, BY FAHUAZHEN ROAD, SHANGHA-FORMER HAPPINESS42  
HUNT: 上海市长宁区幸福路42号, 近法华镇路-原Happiness42酒吧

FLYER DESIGN BY @GEXANA\_AJH

TEK SCMC UNTOUR REAL SHANGHAI SPREAD BAGEL GOLCA FINE DANCER LOGISKIN STYXX SWANNA ROXIE




**Medusa**

SURE SHE'LL TRAVEL...

**AUGUST 15**

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**1** **8** **3**

**AUG 27**

**DRAG BINGO**

THU, AUG 27TH 8:30PM  
周四, 8月27号 20:30

LADY N. GENTLEMEN | MITCH BITCHPLEASER

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# This Month's Events - FEMINIST

Aug  
29



## Ladies Who Tech Convention 2020

The Ladies Who Tech Convention returns to Shanghai for a day of advocating for women in Science, Technology, Engineering, and Mathematics (STEM) on Saturday, August 29, with the theme "Tech Has No Gender". Ladies Who Tech...







# CLEMON COURTNEY III

*Writer, Corporate Trainer, Edu-tainer*

## ABOUT ME

As a Black edu-tainer serving clients of diverse backgrounds, I effectively tackle issues of race in the classroom, boardroom and beyond. With over 15 years of experience, I bring the honesty, knowledgeability, tact and humor to create safe spaces to get real about the difficult topic of race. I have hosted a series of race talks with organizations such as Sopexa, Moishe House, and Lycée Français de Shanghai. Let's get to work!

## CONTACT ME



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