



Supporting Adults Who Experience Unconscious Bias, Racism or Discrimination

Embrace Transformation
with Self-Compassion



**EMBRACING
TRANSFORMATION**
CESBA Conference 2023
December 6-7

**ACCUEILLIR LE
CHANGEMENT**
Conférence de CESBA 2023
6-7 décembre



UNCONSCIOUS BIAS



**Unconscious bias
and emotion may
negatively influence
how we respond to
support others.**



Embrace Transformation by avoiding heuristic errors



Disbelief/ asking a lot of questions

“Do you really think it was about race?”



Invalidation and minimization of impact

“This happens to everyone. Don’t let it ruin your day.”



Highlighting of innocent intentions

“I’m sorry you feel that way;
I don’t think that was their intention.”



Rush to problem solving

“You can always contact Human Resources if you feel like you are being discriminated against.”



Defending the status quo

"They're just old.
Sometimes those attitudes are generational."



Personal defensiveness; fear of being seen as racist

“I just want to get different sides of the story.
You know I’m not a racist, right?”



<https://accelerate.uofuhealth.utah.edu/equity>

Sourced From:

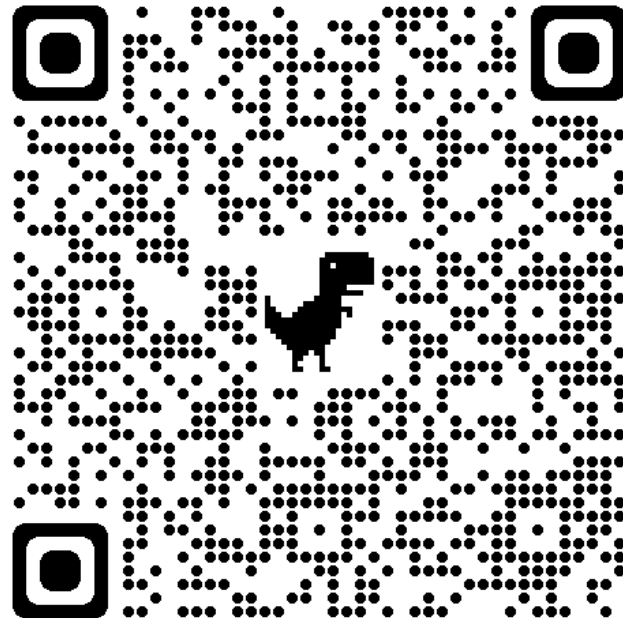
U Health: an initiative
from University of Utah

Trinh Mai

Director of Mindfulness
Programming, Social Worker,
Resiliency Center & Wellness &
Integrative Health, University of
Utah Health

and Jean Whitlock

Licensed Clinical Social Worker,
Good Talk Therapy



Instead: Embrace Transformation by Responding with

Three Elements of Self-Compassion



Mindfulness



Common
Humanity



Self-Kindness

MINDFULNESS



Pause before you speak – take a moment to just breathe

Think about what emotion you're feeling right now: anxiety, insecurity, resistance, anger, shame?



Acknowledge and validate

Use words that validate the hurt the person is experiencing.



Ask questions to learn more

From a place of care and curiosity, rather than to disprove or contradict.

Common Humanity



Let them know they are not alone.



This is an act of shared humanity.



Express your ongoing support.

Kindness and Compassion



Show your desire to help.



Offer appropriate and genuine words of affirmation and encouragement.



Identify next steps or a plan of action.

Embrace Transformation with Self-Compassion



Mindfulness



Common
Humanity



Self-Kindness



Thank you.

On behalf of the Equity and Inclusion Committee, we thank you for your attention and commitment to equity and inclusion in Adult and Continuing Education across the province.

For more information about the Equity and Inclusion Committee and how you can join, please approach us, our committee members in attendance during the conference, or visit the CESBA website.

email us at:
info@cesba.com

