Conduct Yourself

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Conduct

- **Con**duct (noun)
  - The manner in which a person behaves, especially on a particular occasion or in a particular context.
  - The action or manner of managing an activity or organization.
- Con**duct** (verb)
  - Organize and carry out.
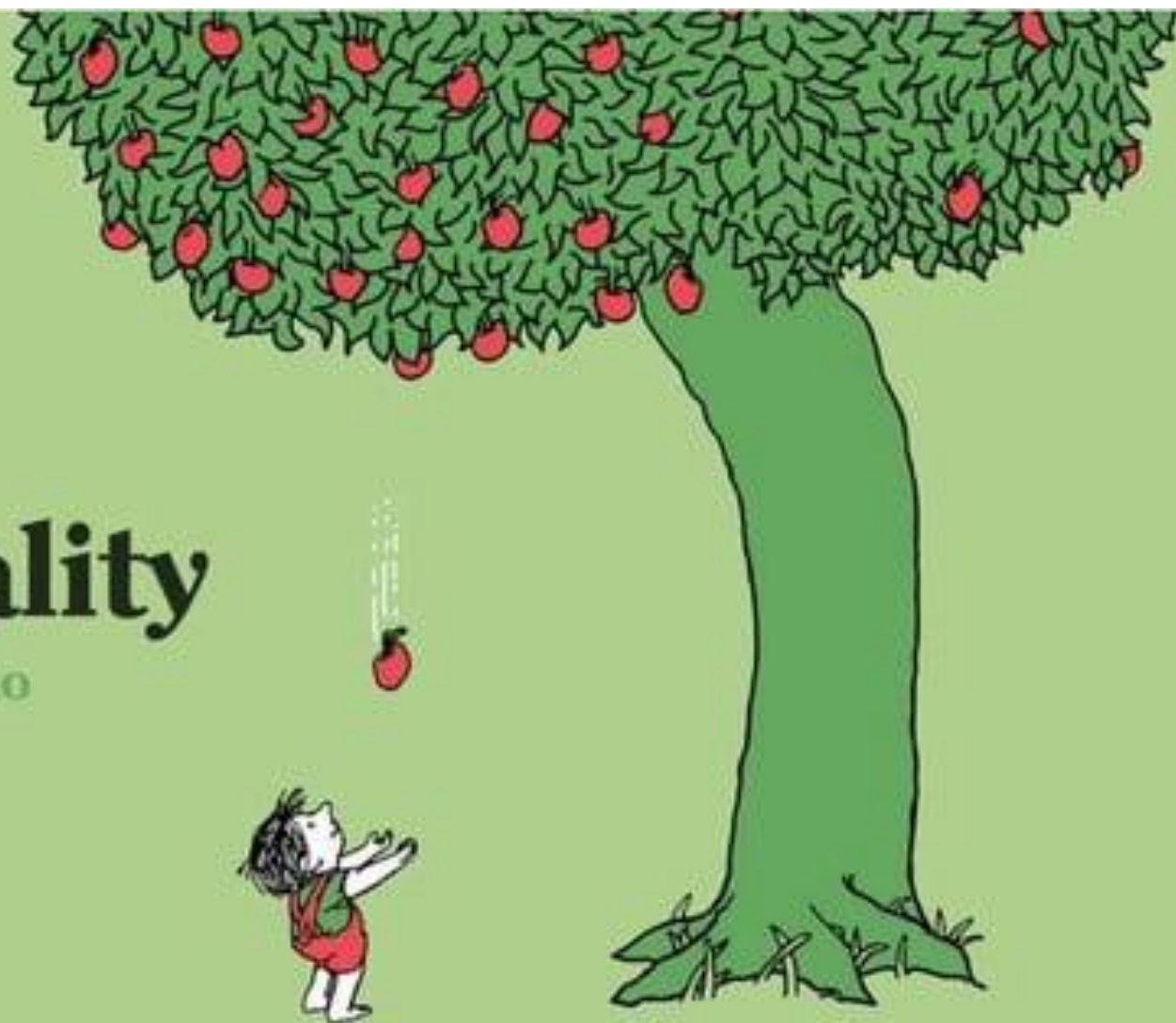 - Lead or guide (someone) to or around a particular place.

This is a safe place.

- It's OK to ask questions if it comes from a place of wanting to learn and understand.

- We will not judge each other for what we do and don't know.

- No one needs to be cancelled.

- I don't have all the answers but will do my best.

Equality?
Evenly distributed tools and assistance

With apologies to Shel Silverstein from @lunchbreath

2019 Design In Tech Report | Addressing Imbalance

Equity

Custom tools that identify and address inequality

Justice

Fixing the system to offer equal access to both tools and opportunities

With apologies to Sheil Silverstein from @lunchbreath
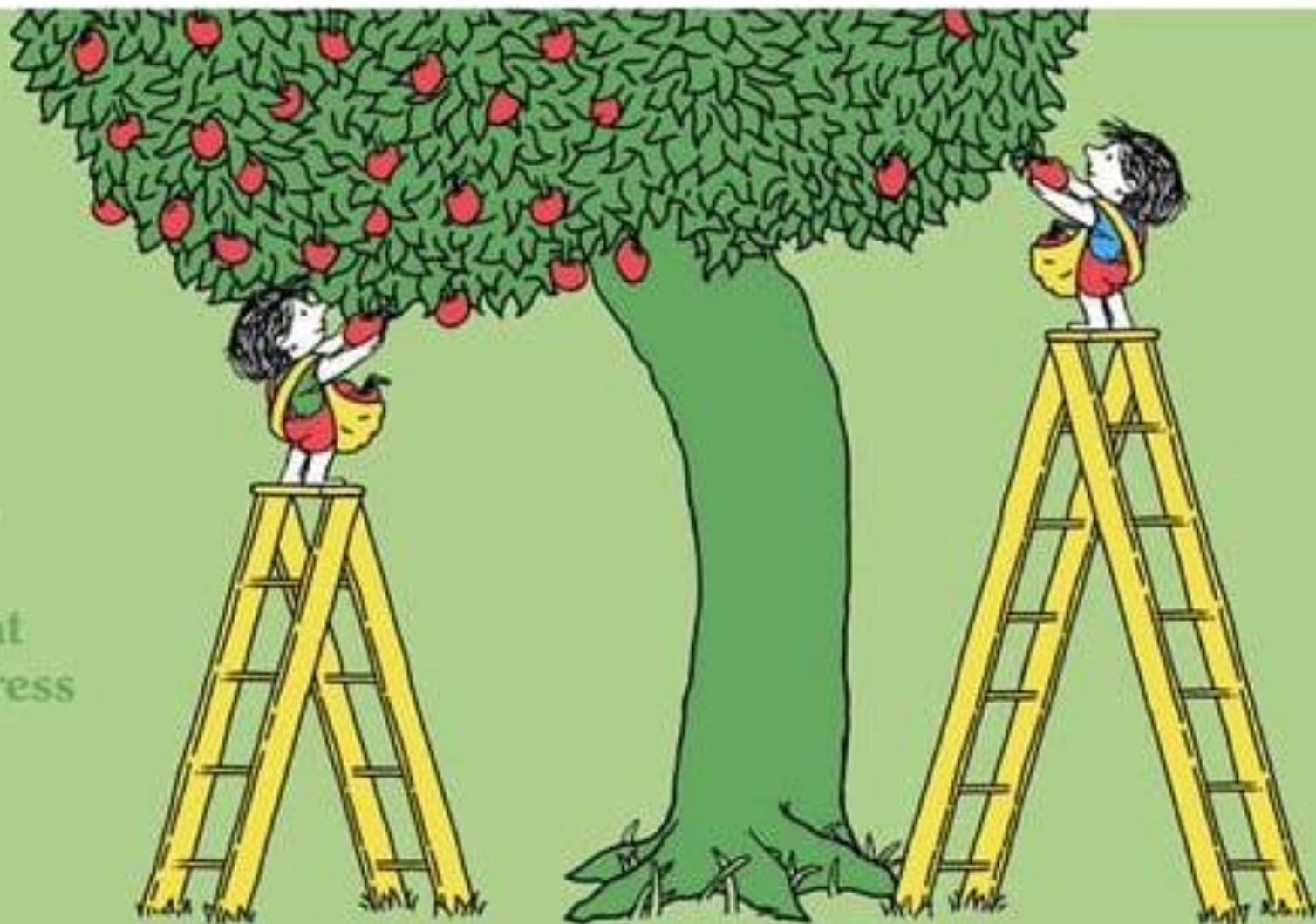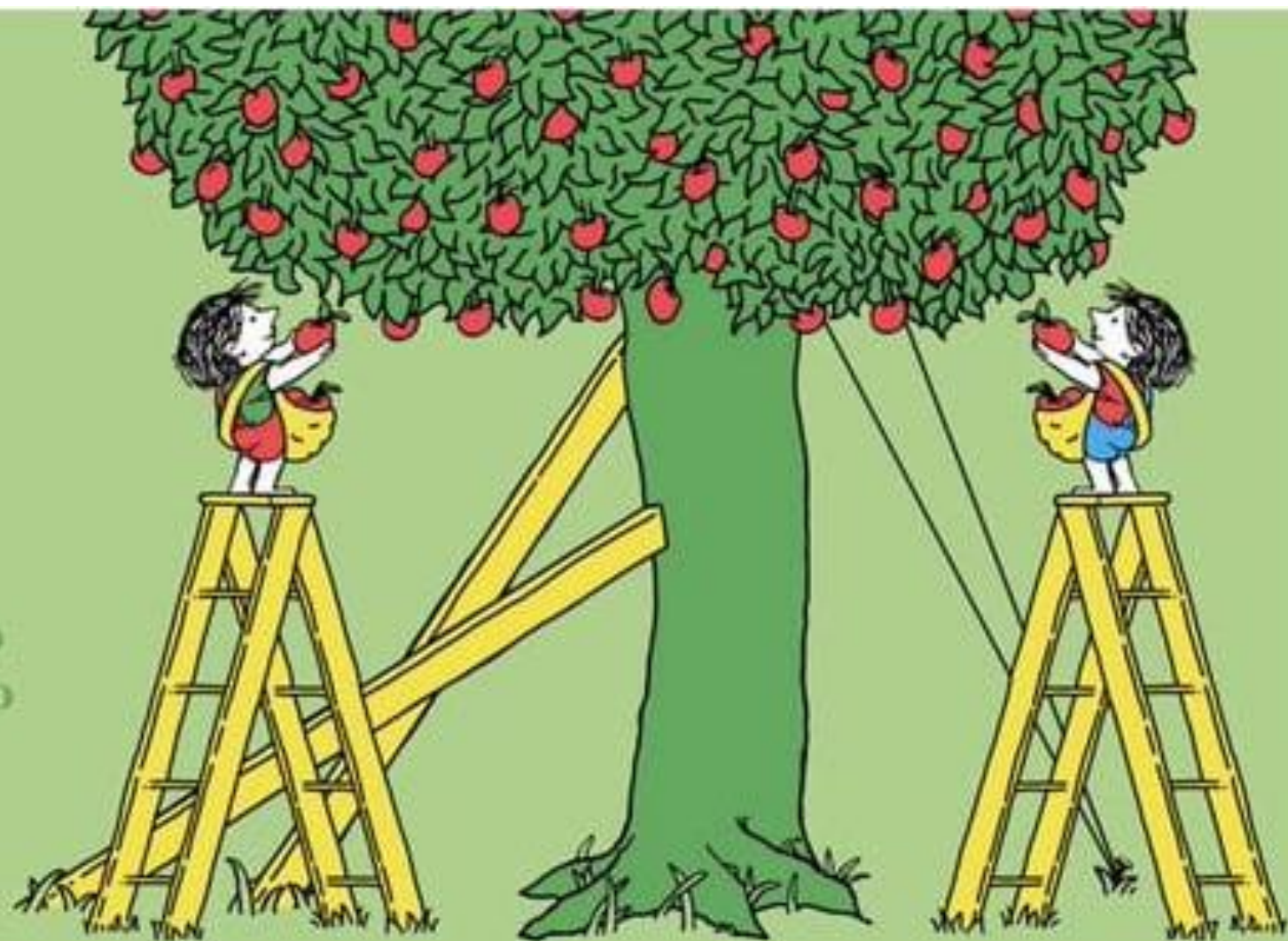
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SPICY CHIMICHURRI
{ with Grilled Steak }

Make your chimichurri

- I'm going to hand you each a card with an ingredient
- Quickly organize yourselves into a team that has
  - Peppers
  - Garlic
  - Oil
  - Vinegar
  - Parsley
- Go!

Debrief

- Which group is going to make the best chimichurri?
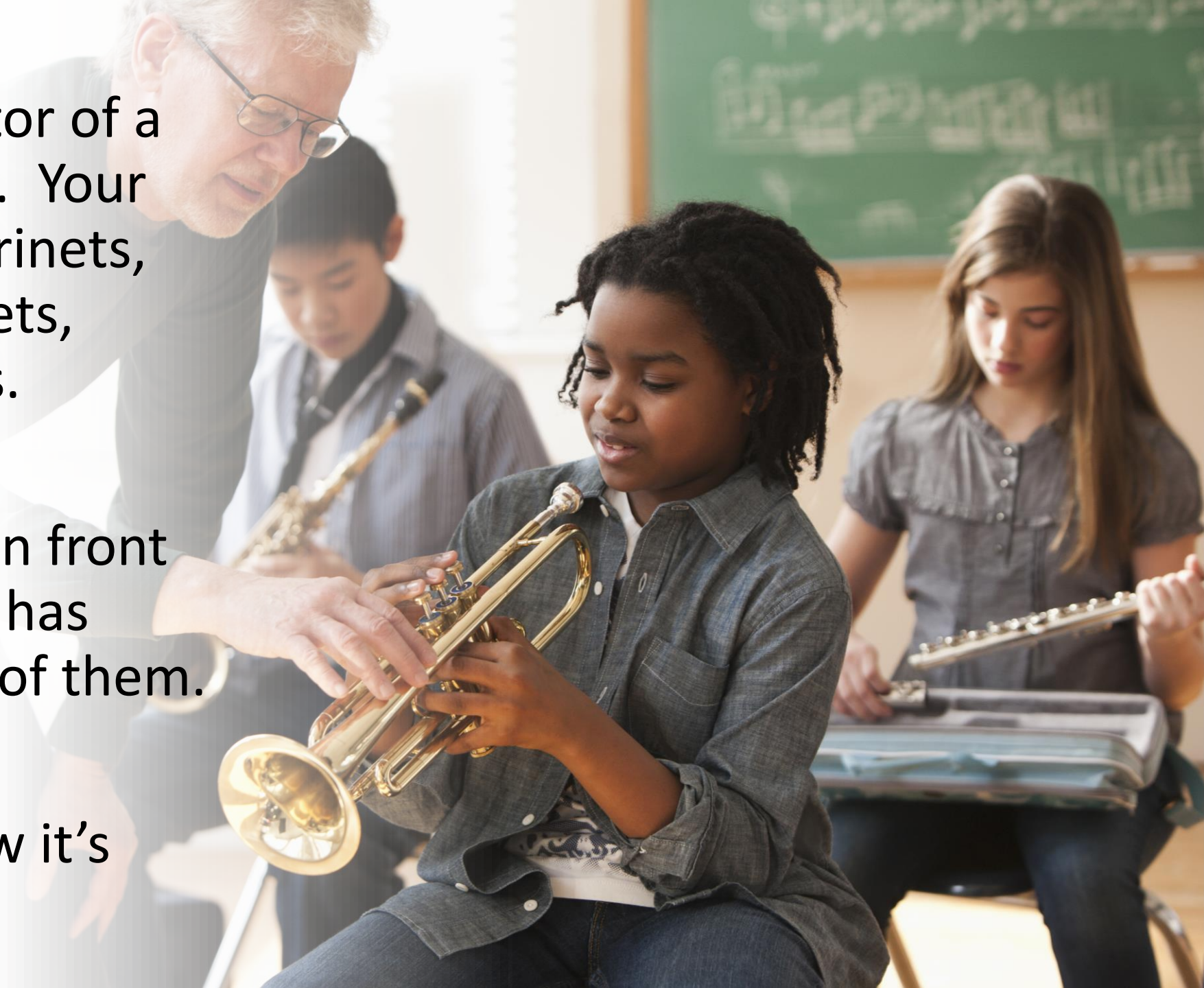- Why?
- Will the steak taste good with just oil?
- Will it taste better with all the ingredients?

You are the conductor of a middle school band. Your band consists of clarinets, saxophones, trumpets, drums, and cymbals.

You have the score in front of you. Each player has their music in front of them.

You know this is how it's supposed to sound:

Let's make a band!

Bias

Bias

- Prejudice in favor of or against one thing, person, or group compared with another, usually in a way to be considered unfair.

- Cause to feel or show inclination or prejudice for or against someone or something.

- A pre-conceived notion.

Project Implicit

- Developed by University of Washington, Harvard, and University of Virginia.

- The mission of Project Implicit is to educate the public about bias and to provide a "virtual laboratory" for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of our scientific knowledge about bias and disparities.

- implicit.Harvard.edu/implicit/takeatest.html

Gender-Career IAT	***Gender - Career.*** In this IAT, you will be asked to categorize typical male names and typical female names as well as words associated with career and family.
Gender-Science IAT	***Gender - Science.*** In this IAT, you will be asked to categorize male-associated words and female-associated words as well as words associated with liberal arts and science.
Sexuality IAT	***Sexuality*** **('Gay - Straight' IAT).** In this IAT, you will be asked to categorize words and symbols representing gay and straight people as well as positive and negative words.
Jewish IAT	***Jewish*** **('Jewish People – Christian People' IAT).** In this IAT, you will be asked to categorize images culturally associated with Jewish people and Christian people as well as positive and negative words.
Age IAT	***Age*** **('Young - Old' IAT).** In this IAT, you will be asked to categorize older and younger faces as well as positive and negative words.
Hispanic IAT	***Hispanic American*** **('Hispanic American – European American' IAT).** In this IAT, you will be asked to categorize typical Hispanic names and typical European American names as well as positive and negative words.
Weight IAT	***Weight*** **('Fat - Thin' IAT).** In this IAT, you will be asked to categorize silhouettes of people who are fat and people who are thin as well as positive and negative words.
Race IAT	***Race*** **('Black - White' IAT).** In this IAT, you will be asked to categorize White and Black faces as well as positive and negative words.
Skin-tone IAT	***Skin-tone*** **('Light Skin - Dark Skin' IAT).** In this IAT, you will be asked to categorize light-skinned faces and dark-skinned faces as well as positive and negative words.

Arab-Muslim IAT	*Arab-Muslim* (**'Arab Muslim - Other People' IAT**). In this IAT, you will be asked to categorize names that likely belong to Arab-Muslims and names that likely belong to other nationalities or religions as well as positive and negative words.
Weapons IAT	*Weapons* (**'Weapons - Harmless Objects' IAT**). In this IAT, you will be asked to categorize White and Black faces as well as images of weapons and harmless objects.
Transgender IAT	*Transgender* (**'Transgender People - Cisgender People' IAT**). In this IAT, you will be asked to categorize photos of transgender celebrities and photos of cisgender celebrities as well as positive and negative words.
Disability IAT	*Disability* (**'Physically Disabled – Physically Abled' IAT**). In this IAT, you will be asked to categorize figures representing physically disabled people and physically abled people as well as positive and negative words.
Native IAT	*Native American* (**'Native - White American' IAT**). In this IAT, you will be asked to categorize last names that likely belong to Native Americans and last names that likely belong to White Americans as well as positive and negative words.
Religion IAT	*Religion* (**'Religions' IAT**). In this IAT, you will be asked to categorize images or words culturally associated with Jewish people, Christian people and Muslim people as well as positive and negative words.
Presidents IAT	*Presidents* (**'Presidential Popularity' IAT**). In this IAT, you will be asked to categorize photos of Joseph Biden and one or more previous presidents as well as positive and negative words.
Asian IAT	*Asian American* (**'Asian - European American' IAT**). In this IAT, you will be asked to categorize White and Asian-American faces as well as positive and negative words.
Asian-Foreign IAT	*Asian American* (**'Asian - European American' IAT**). In this IAT, you will be asked to categorize White and Asian-American faces as well as images of places that are either American or Foreign in origin.

Ben's Experience

Took the Race test – said I was neutral
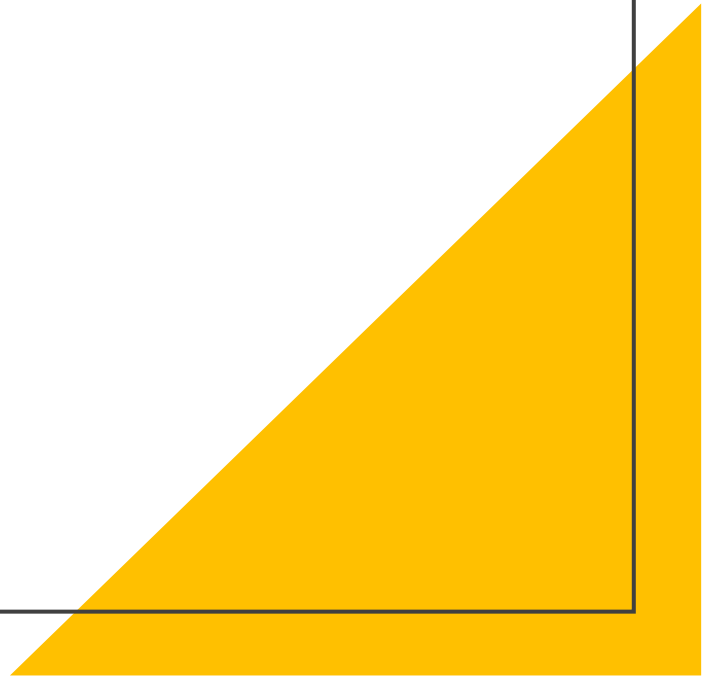
Took the Disabilities test – said I was biased

Made me reconsider, if I really did have those biases…and I probably did

Did some self reflecting to learn and acknowledge my biases

Awareness means you can take action

Check myself before making judgments (or sometimes after)

What are some inherent biases we could have?

You're recruiting for a receptionist.

Candidate 1: 24 YO male that worked at Starbucks for the last two years.

Candidate 2: 53 YO female that has been an admin assistant for thirty years and has had three jobs in the last two years.

Candidate 3: 30 YO female that was a receptionist for a competitor for the last five years.

What can I do?

Look Inward

- What are your preconceived notions about others?

- When do you say "I would never" or "I would always" when it comes to evaluating others?

- Be honest about your biases.

- Pick one that you want to change and practice!

Externally
Start Simple

- Where are your opportunities?
- Where are you underrepresented?
- What does your population look like?
- Get the data and act.

	Gender			Age				Race					
	Female	Male	Non-Binary	<25	25-40	40-55	55+	White	Black	SE Asian	Native	Latinx	Other
Leader 1	X				X			X					
Leader 2		X			X			X					
Leader 3		X			X			X					
Leader 4		X					X	X					
Leader 5	X				X					X			

Steps to being a great conductor

- Assess yourself
- Assess your team or teams
- Acknowledge what perspectives you might be missing
- Look for ways to include diverse perspectives into your work
- Start simple and grow from there
- Look towards Equity & Justice, not just Equality
- Conduct yourself!