Myths, Bias, and People Management Training

Agenda

1. People v. Process
2. Myths & Bias
3. Trauma
4. Managing people
5. Conclusion

Section 1
People v. Process

Your People and Your Community Matter

- This is a people business
- Your students and employees matter
- How do we ensure that we work to do no harm?

WHAT WE BRING

- Inclusion
- Diversity
- First Nations
- LGBTQ
- Accessibility
- Mental Health
- Substance Use
- Sexual Violence
- Sexual Harassment
- Bullying
- Workplace Violence
- Human Rights
- Equity, Diversity, and Inclusion

Who are your people?
Putting a personal matter through a process...

Section 3
Myths and Bias

Myths
- Myths about sexual assault, dating violence, sexual harassment, discrimination, harassment...etc.
- Myths/biases about complainants and respondents
- Myths and expectations about human behavior
- Myths about alcohol and dress

What is Bias?
- prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair
- a personal and sometimes unreasoned judgment
- Explicit vs. Implicit

Biases
- Biases about complainants and respondents
- Biases about witnesses, advisors, lawyers, etc.
- Implicit biases
- Affinity Bias
- Confirmation Bias
- Myths and biases based on gender and identity

Required under the new Title IX regs: presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
No Sex Stereotyping

"It is impossible," Justice Gorsuch wrote, "to discriminate against a person for being homosexual or transgender without discriminating against that individual based on sex."

June 15, 2020

What Happens Next?
Where does bias impact the process and how?

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Keep in Mind How Your Report Will be Used: Preponderance of the Evidence

- More likely than not
- "50 and a feather"

That someone did a certain act.

16 17 18

Trauma

- What is it?
- Who gets it?
- How does it impact an investigation?
- How do we use it appropriately?
Section 5

People Management

Get in the Right Headspace & Work to Stay There

- You will hear deeply personal/private, painful, difficult, sad, and offensive things
- You will interact with people who exhibit a range of emotions and behaviors
- Breathe
- Take time for yourself afterwards

Neutrality

- Do not take sides
- Manage bias
- Do not seek or promise a particular outcome
- Be kind, but do not try to please people
- What is a presumption of “not responsible” and why does it matter?
- No judging

Words Matter

Managing the Conversation

- What is your role? What is the purpose of the conversation?
Examples

- The good
- The bad
- The ugly

Exercise

Thank you!