

## Webinar Series:

### How to Respond to Microaggressions Specific to Race

Shane Nelson, VP, Editor, DiversityInc Best Practices

# How to Respond to Microaggressions Specific to Race

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# Race and Microaggressions

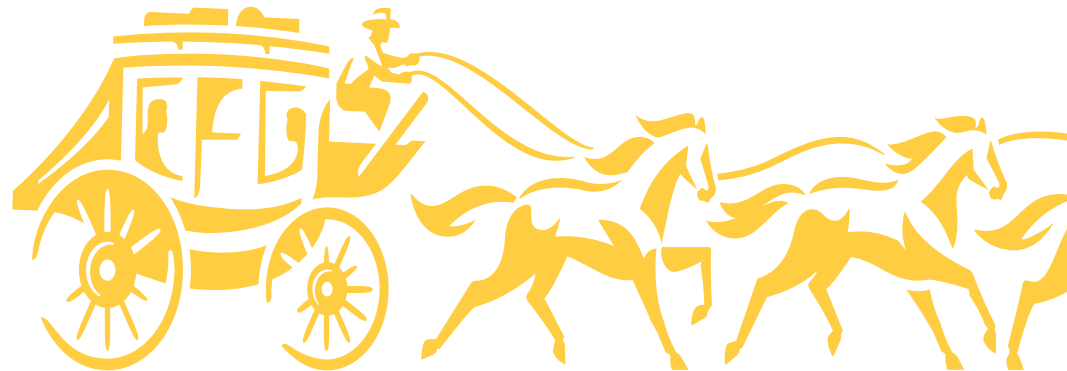
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February 12, 2019

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# Agenda

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- A personal story
- Bias and racial microaggressions
- The brain science and psychology of bias
- Examples of how bias shows up
- Can we be bias- and microaggressions- free?
- Unconscious bias education at Wells Fargo

## A personal story

1. Growing up in Bulgaria 1967 - 1989
2. Moving to the U.S. – 1989 - today
3. Educational and professional background



# Bias and Racial Microaggressions

- **Bias:** A particular tendency, feeling, or opinion that results in judgment without question\*
- **Racial Microaggressions:** a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group such as a racial minority
- **Generational aspects** of bias
- **Cumulative effects** of racial microaggressions:
  - Academic and organizational achievements
  - Mental and physical health, and self esteem
  - Impact on the workplace
  - The effects on the people perpetrating microaggressions

# The brain science and psychology of bias

## **Hippocampus**

(Autobiographical  
memory)

## **Amygdala**

(Anxiety and fear  
memory)

## ***Fast Brain***

Unconscious,  
autonomic  
emotional  
reactions,  
especially fear –  
to fight or flee



## **Prefrontal Cortex**

(Attention and  
anxiety inhibition)

## ***Slow Brain***

Conscious  
awareness,  
thought, and  
language – to  
decide with  
intention

# Examples of how bias shows up

## In behaviors, attitudes and beliefs:

- **Bias:** A particular tendency, feeling, or opinion that results in judgment without question
- **Stereotype:** A set of beliefs or exactions we have about people based solely on their group membership
- **Prejudice:** An emotional, rigid attitude toward a group of people – unreasonably negative or positive – because of their group membership
- **Discrimination/favoritism:** A negative or positive action towards a group or its members on account of group membership

## In language:

- Some of my friends are black
- Low-hanging fruit
- I don't think of you as....
- You are so articulate
- We are all part of the same race – human race
- I don't see race/color
- All lives matter

## Organizationally and socially:

- Mascots, monuments, symbols, logos, ads

And the list goes on...

- Can we be bias- and microaggressions free?
- What can we do about it?

# Upcoming Webinars

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- **Feb. 26, 2019** | Insights into Accountability for Diversity & Inclusion Management | Cecilia Isaacs-Blundin, Senior Director, D&I, **Comcast NBCUniversal** | **Johnson & Johnson** Executive – TBA
  - In every business function, people are held accountable for results and D&I management is no different. Learn how some of the best companies for D&I management hold leaders and stakeholders accountable for results and behaviors and thrive.

# Thank You for Attending

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- You will receive an email from us by this Friday containing a link to download this presentation.
- If you have questions/comments, please email us at [Shane@DiversityInc.com](mailto:Shane@DiversityInc.com).
- Visit [DiversityIncBestPractices.com](http://DiversityIncBestPractices.com) to view past webinars, career advice, as well as relevant, up-to-date content on diversity and inclusion management.

Interactive Q&A