

DEI newsletter

JULY

Independence Day!



Thank you to all of the brave people who continue to work and fight to keep our country free and safe for us all.

The SOS DEI committee hopes everyone enjoyed time off with loved ones. With the many changes, tragedies, and problems our country continues to face, it is more important than ever to spend time having positive moments with those closest to us.

UNCOVERING Our Own Biases

What is implicit bias?

Implicit bias is a result of the brain's natural tendency to look for patterns and associations to synthesize information and make sense of a very complicated world. Unfortunately, these patterns lead to generalizations and assumptions about groups of people; which can have damaging consequences on both an individual and societal level. Implicit bias is linked to oppression and ongoing socio-political, economic, and health inequalities.

How do we learn implicit bias?

Implicit bias is a unique result of both nature and nurture. As we've discussed in regard to nature, our brains unconsciously form associations and biases to make it easier to take in data about the world. Simultaneously, implicit bias is also a result of the socialization process into which all human beings are born. Babies are like sponges, constantly influenced, shaped, and taught by their environment. The consequence of this paired force is that the development of stereotypes, prejudices, and discrimination largely occurs organically and has its roots in early childhood. And over our lifespan, our environment and psychological processes can negatively reinforce often deeply entrenched belief templates towards particular groups of people.

How can we uncover our own biases?

- Start with yourself
- Self reflect on your own biases, or take a test like: implicit.harvard.edu/implicit/takeatest.html
- Educate yourself on what bias is and how it may be a part of your way of thinking
- breakingprejudice.org/teaching/
- youtube.com/watch?v=uYyvbglNzkQ
- Practice Mindfulness
- Pay attention to assumptions and thoughts you have about those around you

How can we have more conversations about implicit bias with friends, family, coworkers..?

- Start the conversation
- This can be difficult, but it is the best way to start learning and growing with others.
- Remember to stay open minded and not chastise others for not being aware of their biases.
- Host a training
- This is easiest done in a workplace, but there are online resources that you could use to work through with friends/family like: womensleadership.stanford.edu/resources/tools-landing-page/see-bias-block-bias-tool-diagnosing-bias
- Start a Book Club
- Here are just a few good books:
 - Blind Spot: Hidden Biases of Good People
 - White Fragility
 - Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do
 - Sway: Unraveling Unconscious Bias

Can we reduce or even unlearn our biases?

YES! But it is a slow, imperfect process. Be forgiving and patient with yourself as you try to improve. Here are some ideas on how to start..

- Evaluate others on their personal characteristics, not generalizations based on how they appear
- Use people first language (for example, instead of saying "he is a deaf person," say "he is a person who is deaf")
- Avoid making broad statements about specific groups of people
- Listen to others with curiosity. Try to listen more than you speak.
- Increase your exposure; try to introduce yourself into more areas and to people with various social, racial, religious, etc backgrounds
- Think about how it feels when others label you with a stereotype, or think of a negative stereotype and imagine what it would be like to be labeled that way
- Try to see from the perspective of those who are judged/stereotyped
- Consciously try to think of evidence that disrupts stereotypes and generalizations made in your own mind
- Start conversation with others; if those around you are willing to 'unlearn' their biases, you can all grow together
- Do your best!

Celebrating National Disability Independence Day

In the United States, July 26 is recognized annually as National Disability Independence Day, commemorating the signing of the Americans with Disabilities Act (ADA) into law in 1990.

Here is a timeline of the improvements to the ADA: adata.org/ada-timeline

A local business spotlight that helps people with disabilities:

ARISE

ARISE's mission: Our mission is to work with people of all abilities to create a fair and just community in which everyone can fully participate.

As an Independent Living Center (ILC), ARISE promotes the full inclusion of people with disabilities in the community. Like all ILCs, ARISE has five key characteristics. The agency is:

- consumer-controlled – it is operated by people with disabilities who directly influence policies and service delivery
- community-based – it is located in the communities we serve and is dedicated to meeting each community's specific needs
- non-residential – we do not operate a residential facility and focus on helping people live as independently as possible
- non-profit – the agency meets the federal and state definitions of a not-for-profit organization
- cross-disability focused – we serve people of all ages with all types of disabilities

ARISE is dedicated to furthering the independent living philosophy: the belief that people with disabilities have the same rights as people who do not have disabilities. We are at the forefront of advocating for access, choice, and self-determination for individuals with disabilities.

ARISE services: ariseinc.org/services/advocacy-services/

How to support ARISE: ariseinc.org/donate/

July Events in the Community

- Syracuse Gem & Mineral, Fossil & Jewelry Show: July 9-10 @ Fairgrounds
- The 12th annual ArtRageous Extravaganza: Saturday July 9, 7-10:30pm @ Artrage Gallery
- Syracuse Middle Eastern Festival: July 14-16 @ St. Elias Antiochian Orthodox Christian Church
- Syracuse Dance & Arts Festival: Saturday July 16, 7:30-10 pm @ The Palace Theatre
- Finger Lakes Musical Theatre Festival - The Hunchback Of Notre Dame: July 27 at 2 pm @ MerryGoRound Play-House in Auburn
- Ukranian Festival: July 29, 4-10 pm @ St. John the Baptist Ukrainian Catholic Church
- Syracuse Arts & Crafts Festival: Friday July 29, 10am – 6pm @ Cathedral of the Immaculate Conception

Purpose Statement

SOS as a medical practice and a contributor to the local community is committed in its support of diversity, equity, and inclusion. SOS seeks to build patient and team-member relationships among individuals of all ages, races, ethnicities, genders, and sexual identities that fully represents many cultures, backgrounds and viewpoints and thereby cultivate a culture of tolerance where all feel welcome.

DEI Committee Members

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If you have any questions about the content of this newsletter, have suggestions for future topics, or would like to contribute to the DEI newsletter, please contact the DEI newsletter editor in chief, Melissa Patnella, at melissa.patnella@sosbones.com OR any of the DEI committee members.