



**Aiming for Inclusion and Belonging:  
Implicit Bias, The Brain and Applied Intersectionality, Let's change.  
Part Two**

NOTE: Part One: "Aiming for Inclusion and Belonging: Implicit Bias, The Brain and Applied Intersectionality, A Human Condition" is a prerequisite to this training.

*"Inclusion is not a strategy to help people fit into the systems and structures which exist in our societies; it is about transforming those systems and structures to make it better for everyone. Inclusion is about creating a better world for everyone". – Diane Richler, Past President, Inclusion International.*

There is a silent, yet very powerful and sinister bias that looms in the perspectives of all human beings. Implicit bias is often subconscious and shifts the way in which we interact with the world around us. The predisposition of bias creates a foundation from which we interpret experience to include the many scripts we use to manifest our views and judgements about violence. The way victims experience the criminal justice and other response systems is unquestionably and often negatively impacted of bias. Thus, analyzing "justice" through the lens of implicit or explicit bias will help better understand how victims are impacted by prejudice and how that impact often carries tangible results that can be explained by neuroscience.

This presentation will go beyond the typical analysis (*which is done in part one*) and into tangible change. **We already work in a diverse environment** serving people who have experienced trauma and victimization who come from all walks of life. We serve all races, all ethnicities, all sexes, people with a wide array of gender expressions and identities, people with different sexual orientations, people from urban communities to rural communities to tribal communities, some people with nation status and others without, people at various stages of age and various stages of health (both physical and mental), people with different trauma histories and different experiences feeding their decision making, people with different levels of wealth... and on and on.... yet despite such dramatic diversity- we are not inclusive which is a contributor to secondary victimization.

This presentation will focus on serving people who exist with this complex interplay of various identities- some of which place them at the margins and others that may offer some resources to leverage and use to mitigate barriers.

It will also focus on tangible things that can be done to create a more inclusive work environment that systemically strives to create a sense of belonging for all volunteers, staff, leaders, and board members. It is essential that we explore ways in to dismantle systematic prejudice and discrimination in a compassionate and empathetic manner. These conversations are often fraught with emotion, pain, fear, stereotypes, assumptions, rhetoric, and defensiveness which can be very difficult to overcome. The presenter will explain how to begin difficult and critical conversations at the individual and agency level around these complicated and sensitive issues. While we do the hard work of change.

**Learning Objectives:**

- Participants will be able to connect the trauma informed paradigm with inclusion and belonging.
- Participants will be given tools to inform tangible changes that need to be made for inclusive services delivered.
- Participants will be given tools to inform tangible changes that need to be made for a more inclusive work environment that strives to foster a sense of belonging.
- Participants will learn how to discuss and have critical conversations about these and other complicated and activated topics that are often wrought with emotion.