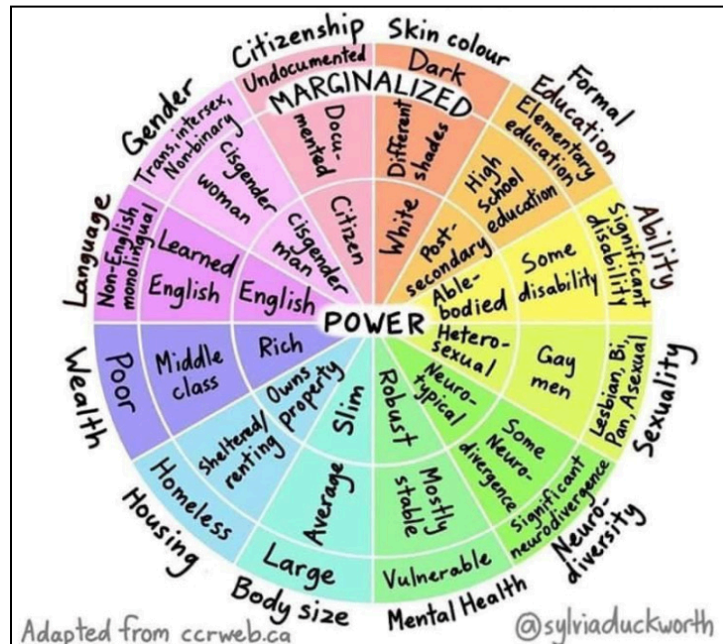


Interrupting Bias Minneapolis ELCA Synod Tool Kit Fall 2025

Objective: Leaders will leave with a working definition of implicit bias

Objective: Leaders will leave with some skills in interrupting bias

Objective: Leaders will leave with personal next steps in addressing their own implicit biases



How do we change?

- Mindfulness (take the IAT to find out your potential blind-spots)
- Equal and meaningful intergroup contact
- Exposure
- Regular support and accountability
 - 'Relating In'

PAIRS: EFFECTIVE DIALOGUE SKILLS

P: PAN the environment and yourself; describe what you notice or engage others based on what you see (**Pay Attention Now**)

- I'm noticing I'm feeling...anyone else?
- I noticed how quiet everyone got; I'm wondering what is going on for folks?
- It seems some people were impacted by that statement, am I right?
- I'm noticing you're speaking with a lot of energy and emotion...
- I'm noticing that people get interrupted as they try to share...
- You seemed to have a reaction to what I just said...

A: ASK about the specifics behind the person's comment or behavior

- Could you say more about that...Tell me more...
- Can you give us an example of what you're saying...
- Help me understand what you meant by that?
- What were you hoping to communicate with that comment?
- Can you help me understand what your intent was when you said/did...
- Can you give me some background on this situation...
- How were you impacted when....What were you feeling when...

I: INTERRUPT the dynamics

- Let's slow down the conversation and talk about what just happened...
- I'm going to interrupt and try a different approach to this conversation...
- We are not engaging according to our group norms.
- Let's take a breath...

R: RELATE to the person or their comment/behavior

- I relate to what you're saying, I...I have felt the same way...
- I remember a time when I...I did the exact same thing...
- How do others relate to that comment?
- What you're saying seems to relate to what so-and-so just said...

S: SHARE about yourself ~ self-disclose with a story or example; your feelings in the moment; the impact of a comment or behavior, etc.

- When I hear you say that I think/feel....
- Just last week I...I remember when I...
- I was socialized to believe...
- I'm beginning to feel _____...
- My heart aches as you tell that story...
- I notice I'm feeling a little triggered...

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Self-Audit-

1. Who is in my family?
2. Who are my five closest friends?
3. Who have been my bosses/supervisors?
4. Who do I work alongside?
5. Who do I lead/supervise/coach/mentor?
6. What are the last three books I've read?
7. Favorite three professors at seminary/theologians?
8. Where do I live?
9. Top three favorite restaurants?
10. Who are your favorite three musicians?
11. What TV show or movie did you last watch?
12. What are three things you do if you have free time?
13. How do I spend my money?
14. How is my money invested?

Look at the wheel and see who you have equal and meaningful interactions with? Who is missing?

What are some ways you can interact in equal and meaningful ways with folks outside of your demographics?

Structural Audit¹:

1. Look at your staff from 'top' to 'bottom' where do their identities intersect on the wheel?
2. How is your money spent? Who is affected by it?
3. What is your church programming like? Who is affected by it? Targeted by it?
4. What is the structure of your decision-making meetings and processes?
5. When was the last time your church policies and procedures were reviewed by the team performing the tasks?
6. When was the last time you reviewed salary structures, reward policies, and the church's promotion/succession strategy?
7. What is your church and employee turnover %, and does your leadership team know exit reasons and leaver breakdown?
8. Does your recruitment process have measures in place that reduce the % element of personal preference and stereotyping, and increase the focus on skill and aptitude assessment e.g. diverse selection panel, structured interviews, blind screening, etc.?
9. How is informal and informal performance feedback given?



¹<https://www.forbes.com/sites/elleviate/2021/09/09/how-to-audit-your-company-for-unconscious-bias/?sh=1d1068b0692a>

Notes:

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