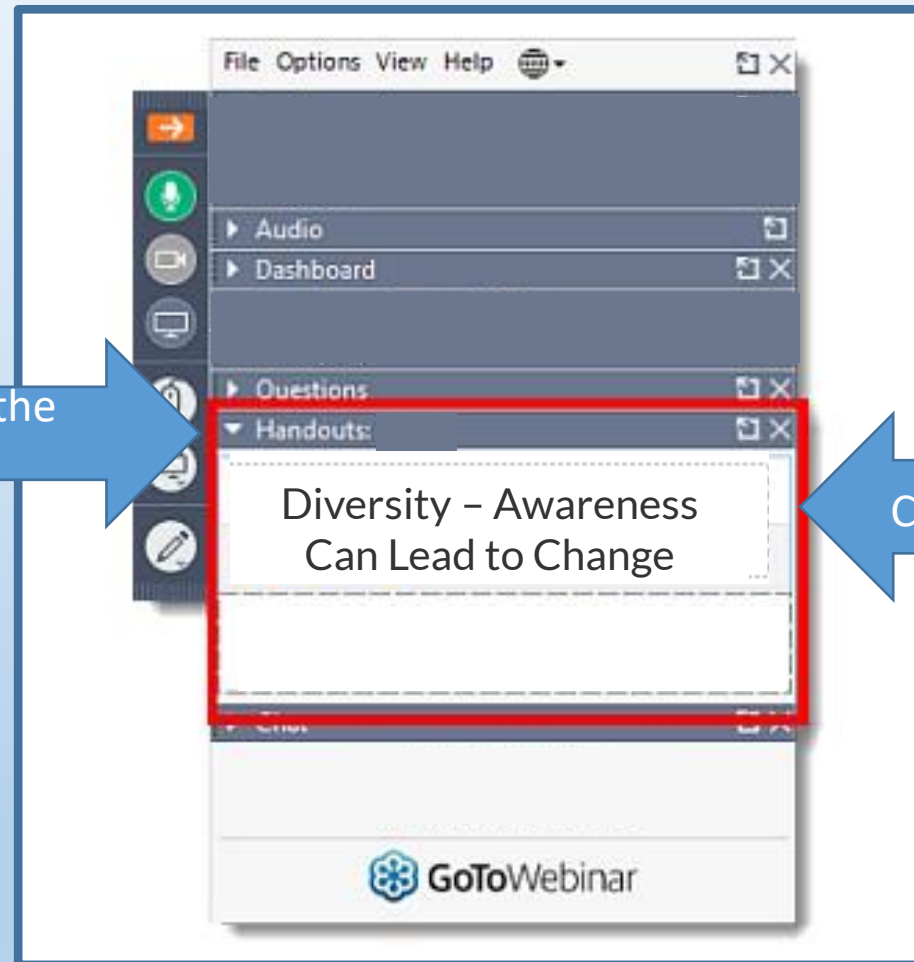


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DIVERSITY AND BIAS

Awareness Can Lead to Change

WELCOME!





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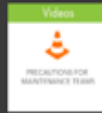
Resource Center

edge2learn

COVID-19 is a pandemic that has affected everyone in our industry both in business and personal life. We have technology that allows us to continue business interactions until things return to normal. With this in mind, we've created resources to assist you with adjusting and taking precautions as needed. Together, we'll keep the multi-family industry moving forward and ready to handle what comes next.
Your Partners at Edge2Learn and Ellis Partners



Precautions for Maintenance



Covid-19 Planning



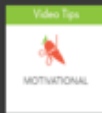
Leadership



Working From Home



Other Resources



A Partner You Can Trust!



Outside Resources: Learning from Others!



Thank you for joining us today!

Want to learn more?



Pam Pederson

**Director of Engagement and Communications
Edge2Learn**

ppederson@edge2learn.com | (317) 881-8511



Today's Presentation!



Diversity and Bias -
Awareness
Can Lead to Change

Meet Your Speaker: Kathy Vance



DIVERSITY AND BIAS



It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.

— Audre Lorde —

ELEMENTS OF DIVERSITY



STEREOTYPES



CHALLENGES

- Quickly Formed
- Persistent
- Easy to Justify
- Two-Sided Coin
- Self-Fulfilling Prophecy

INFLUENCERS

- Socialization
- Media
- Experiences

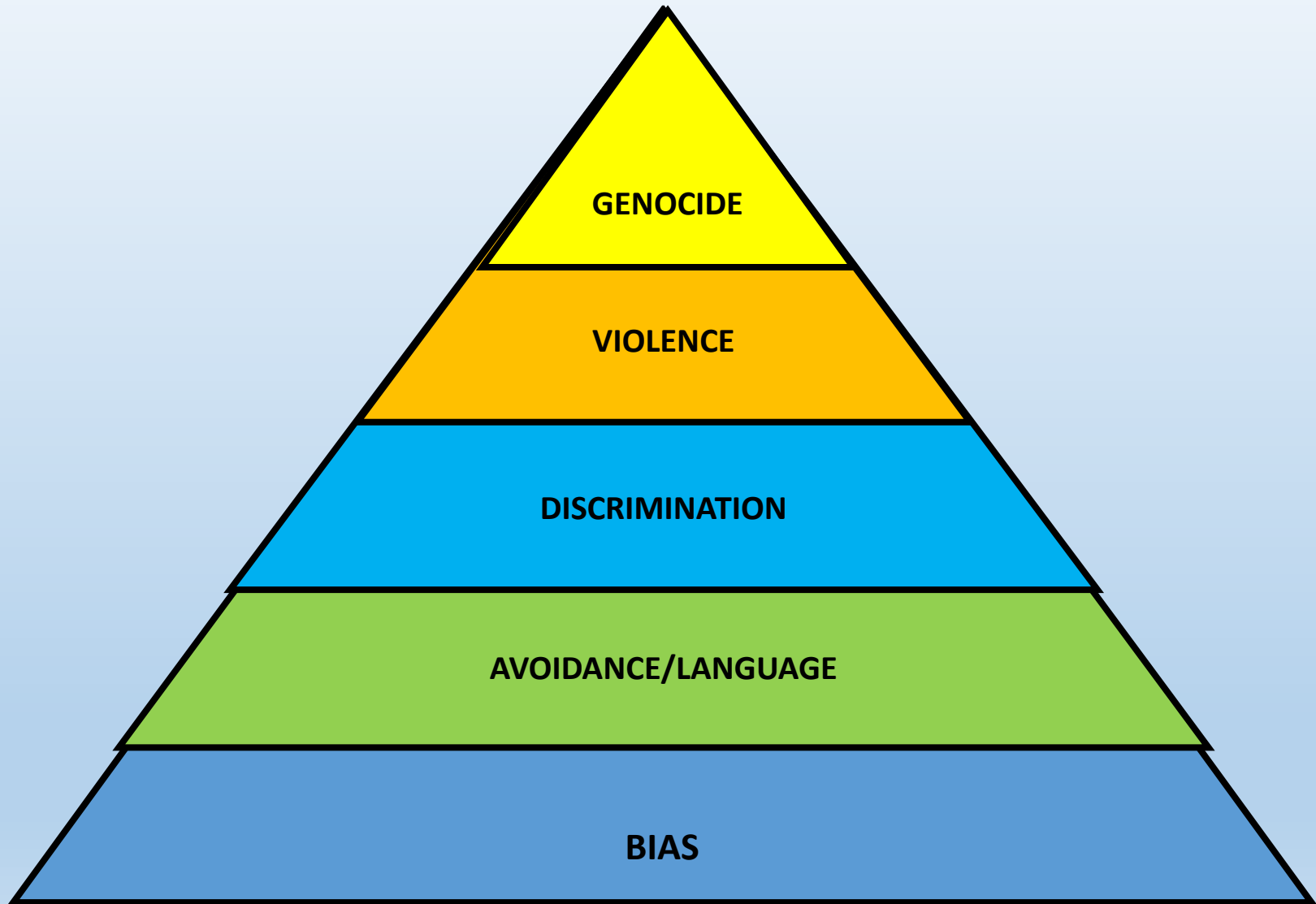


PREJUDICE

**“PREJUDICE IS A GREAT
TIMESAVER. YOU
CAN FORM OPINIONS
WITHOUT HAVING
TO GET TO THE FACTS.”**

- E.B. White

FIVE STAGES OF PREJUDICE



BIASES COME IN MANY SHAPES

**We don't see things as
they are**



**We see things as
we are**

Poll - OPINION

What is the greatest risk in the workplace due to biases?

1. Unchecked language and behaviors may escalate to microaggressions.
2. May miss an opportunity to hire/promote the better candidate.
3. Employee morale may suffer if sensing not an organizational fit.
4. Increased risk of legal action.

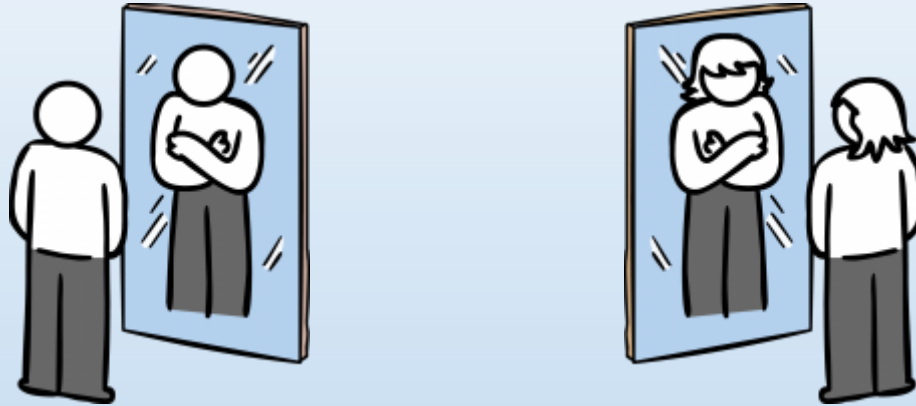
ACTIONS TO TAKE ON



RESPONSIBILITY

No single drop of water thinks it is responsible for the flood.

1. IDENTIFY YOUR BIASES



2. QUESTION THE VALIDITY

The first problem for all of us, men and women, is not to learn, but to unlearn.

Gloria Steinem

3. CHANGE YOUR PERCEPTIONS



Our Next Webinar!

Leadership:
Your Team Needs These 7 Skills from you NOW!

August 13, 2020
1:00pm – 1:30 pm CST

Register:
edge2learn.com
epmsonline.com



Susan Weston

Our Next Webinar!

Dr. D's Vitamin E (Encouragement)

August 26, 2020
1:00pm – 1:30 pm CST

Register:
edge2learn.com
epmsonline.com



Debbie Phillips

Our Next Webinar!

De-escalating Conflict

September 10, 2020
1:00pm – 1:30 pm CST

Register:
edge2learn.com
epmsonline.com



Katie Rigsby

Our Next Webinar!

Introduction to Emotional Intelligence

September 24, 2020
1:00pm – 1:30 pm CST

Register:
edge2learn.com
epmsonline.com



Kathy Vance



Questions?

From All of Us at Ellis and Edge2Learn

