



Impact100[™]
Metro Detroit

Grant Review Training

Understanding and Mitigating Unconscious Bias

Welcome & Introductions

- **Kelley Fitzpatrick**
 - Non-Profit Relations Committee Member, I100 MD
 - Diversity & Inclusion, Ally Financial
 - Live & Work in Downtown Detroit





How to use Zoom

1. Click on View Options.

2. Click on Annotate to show annotation toolbar.

3. You will have varied engagement tools. Familiarize yourself with the following:

- Text – type on the screen, to change your font color, select Format
- Draw – draw a box, circle or highlight (reference the white filled box and circle) on the screen
- Stamp – mark on the screen using a checkmark, x, heart, etc.

4. Select Mute, to silence your phone line.

5. Select Start Video, to join the video.

6. To see the participant panel, click Participants.

7. Use the Chat to open a window to send messages to the group. Make sure you select Everyone as the option.

8. Use the below icons to raise your hand, select yes/no, etc.

9. Select the drop-down arrow to see the participants on the call.

The screenshot shows the Zoom interface with the following elements visible: a top toolbar with 'View Options', 'Zoom Ratio', 'Fit to Window', and 'Enter Full Screen'; an 'Annotate' toolbar with tools like Mouse, Text, Draw, Stamp, Arrow, Eraser, Format, Undo, Redo, Clear, and Save; a bottom toolbar with 'Mute', 'Start Video', 'Invite', 'Participants', 'Share Screen', 'Chat', and 'Leave Meeting'; and a right-side participant panel showing 'Participants (2)'. The 'Impact100 Metro Detroit' logo is visible in the center of the screen.

Guiding Principles



- Assume positive intent
- Approach the content and each person's perspective with an open mind
- Maintain confidentiality
- Value each person's contribution
- Ask questions and share your thoughts and experiences
- Agree to disagree

Blind Spots: Enhance Objectivity



Video: Blind Spots: “Enhance Objectivity”

Unconscious biases are mental shortcuts that can influence our decisions, often without us realizing it.

Everyone has bias. **It doesn't make us bad; it makes us human!**

- Using the chat, is anyone willing to share an **unconscious bias** that you became aware of from the video or otherwise?

Key Learnings



- **Be open.** Don't let one shining moment or one speed bump sway your opinion forever.
- Look at all evidence objectively. **Play your own devil's advocate** and seek out contradictory views.
- Slow down your thinking. Ask questions and bring in other perspectives to **expand your point of view.**

What role can I play?



- **All Grant Review Members:**
 - Consistently refer to the Scoring Key and Giving Guidelines and ensure you're rating based on the criteria listed
 - Give yourself enough time to thoughtfully review the grants assigned to you (expedience bias)
 - Think about the “why” behind your decisions, ratings or “gut” feelings
 - Do you prefer nonprofits in your own community? (distance bias)
 - Do you prefer nonprofits that serve people that look or act like you? Gender, race, sexuality etc.? (similarity bias)
- **Grant Review Leads:**
 - Appoint a devil's advocate to speak up about potential biases or group think during the Focus Area Committee review
 - Create a safe space to speak up and respectfully challenge one another

Practicing Our Learning



“My partner used to volunteer with Non-Profit Z, and a couple of years ago they tried to launch a new project. They didn’t have the best execution. They seemed disorganized and it wasn’t a great experience. It makes me worried to give them a good score on this application.”

Assume positive intent

Assume this member is trying their best to conduct a thoughtful review and share information they see as relevant.



Ask questions to better understand/Respectfully provide another perspective

“Do you think we could give Non-Profit Z another chance? This application seems well thought out. Maybe they’ve improved their project management.”



Refer to the Scoring Key/Giving Guidelines

“Let’s make sure we’re reviewing this grant/nonprofit based on the merits of their current application and in alignment with our Scoring Key.”

Q&A



Additional Resources



- <https://www.pwc.com/us/en/about-us/blind-spots.html>
- <https://implicit.harvard.edu/implicit/takeatest.html>
- <https://www.pwc.com/us/en/about-us/outsmarting-human-minds.html>