

I.N.C.A.S.E. OF BIAS EMERGENCE MODEL



I

INCREASE KNOWLEDGE OF BIAS AND THE EFFECTS OF BIAS

Provide ongoing training for Staff

N

NARRATIVE MANAGEMENT

Debunk single storied and stereotypical narratives of peoples identities and experiences by increasing awareness of counter narratives

C

CULTURAL HUMILITY

Actively practice being culturally humble and make the lifelong commitment to developing cultural humility

A

ACTIVE BYSTANDER

Identify the Emergence of Bias. Decide to address the situation. Speak Out. Follow up.

S

SAFE SPACES

Create spaces where people can safely, in the context of their identity, engage in courageous conversations and trans-formative dialogue

E

EMPOWERMENT

Empower people to be brave, live in and speak their truth and ensure they have the resources to act against bias.

“You have to act as if it were possible to radically transform the world. And you have to do it all the time.” -Angela Davis



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