

RASHID KHALIDI

## The U.S. Should Think Twice About Israel's Plans for Gaza

4 MIN READ

THOMAS L. FRIEDMAN

## Why Israel Is Acting This Way

6 MIN READ



DAVID FRENCH

## The Moral Questions at the Heart of the Gaza War

5 MIN READ



WENDY MACNAUGHTON

## The Importance of Looking at What (and Who) You Don't See

1 MIN READ



# BRAIDING SWEETGRASS

INDIGENOUS WISDOM, SCIENTIFIC KNOWLEDGE,  
AND THE TEACHINGS OF PLANTS

A NEW ORIGIN STORY

# The 1619 Project

# WHITE FRAGILITY

WHEN YOU *LOOK...*



WHAT DO YOU *SEE...*





# BIAS: INTERROGATING OUR EXPERIENCE

- Where does our brain naturally go?



- Why?



- How does this impact the world around us?



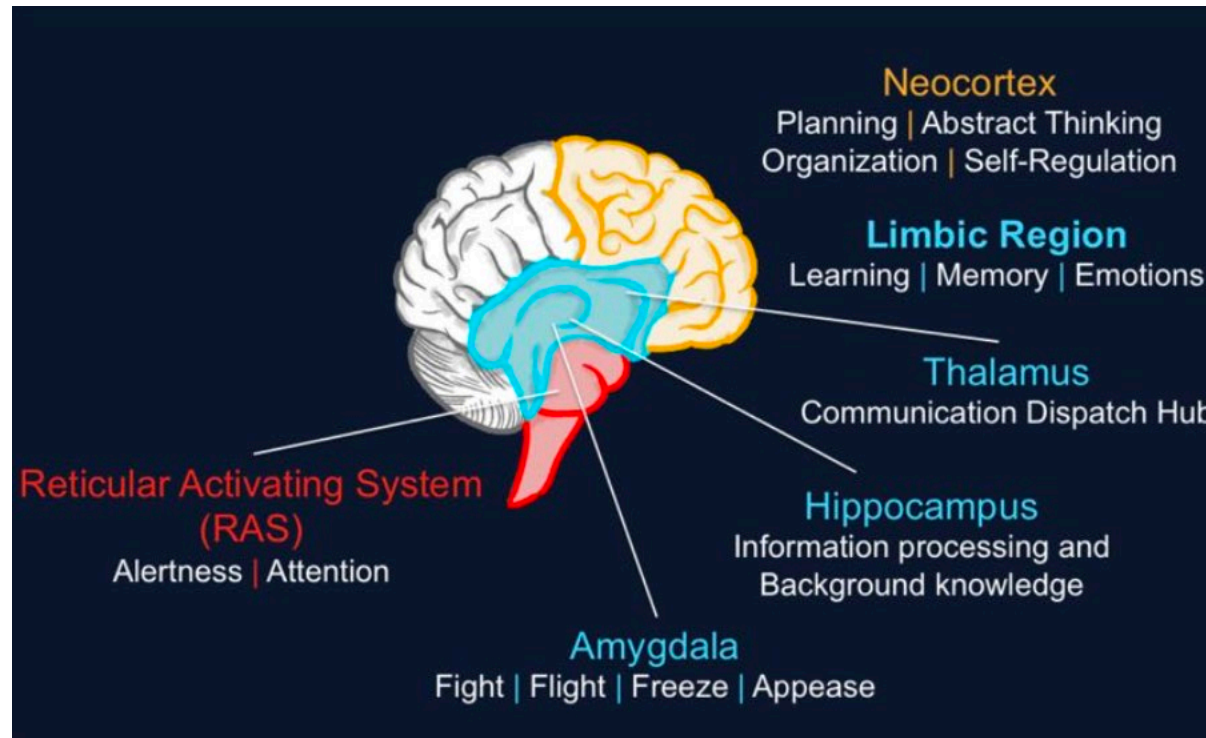
# BIAS: DEFINITIONS

## UNCONSCIOUS BIAS

- Habitual ways of thinking that affect our understanding, actions and decisions

## IMPLICIT BIAS

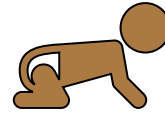
- Attitudes we hold about others that are influenced by factors other than active thought or reasoning



# BIAS: CHARACTERISTICS

- Bias is evolutionary:

- Flight or Fight; Freeze or Appease



- Bias involves two types of thinking:

- System 1 (Fast- Automatic/Effortless)



98% ^\*%#@!!

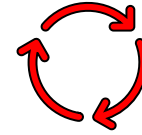
- System 2 (Slow- Deliberate/Logical)



2% ^\*%#@!!

# BIAS: CHARACTERISTICS

- Bias operates in a tandem loop within societal systems:
  - i.e. systemic inequity perpetuates more systemic inequity



- Bias is reinforced by our natural tendency to seek patterns
  - Most “categories” are socially constructed messages learned at birth





# BIAS: CHARACTERISTICS

- Bias is pervasive and robust
  - Even in settings of impartiality, i.e. judges



- Bias becomes more pervasive under stress
  - Worsens when frightened or flustered



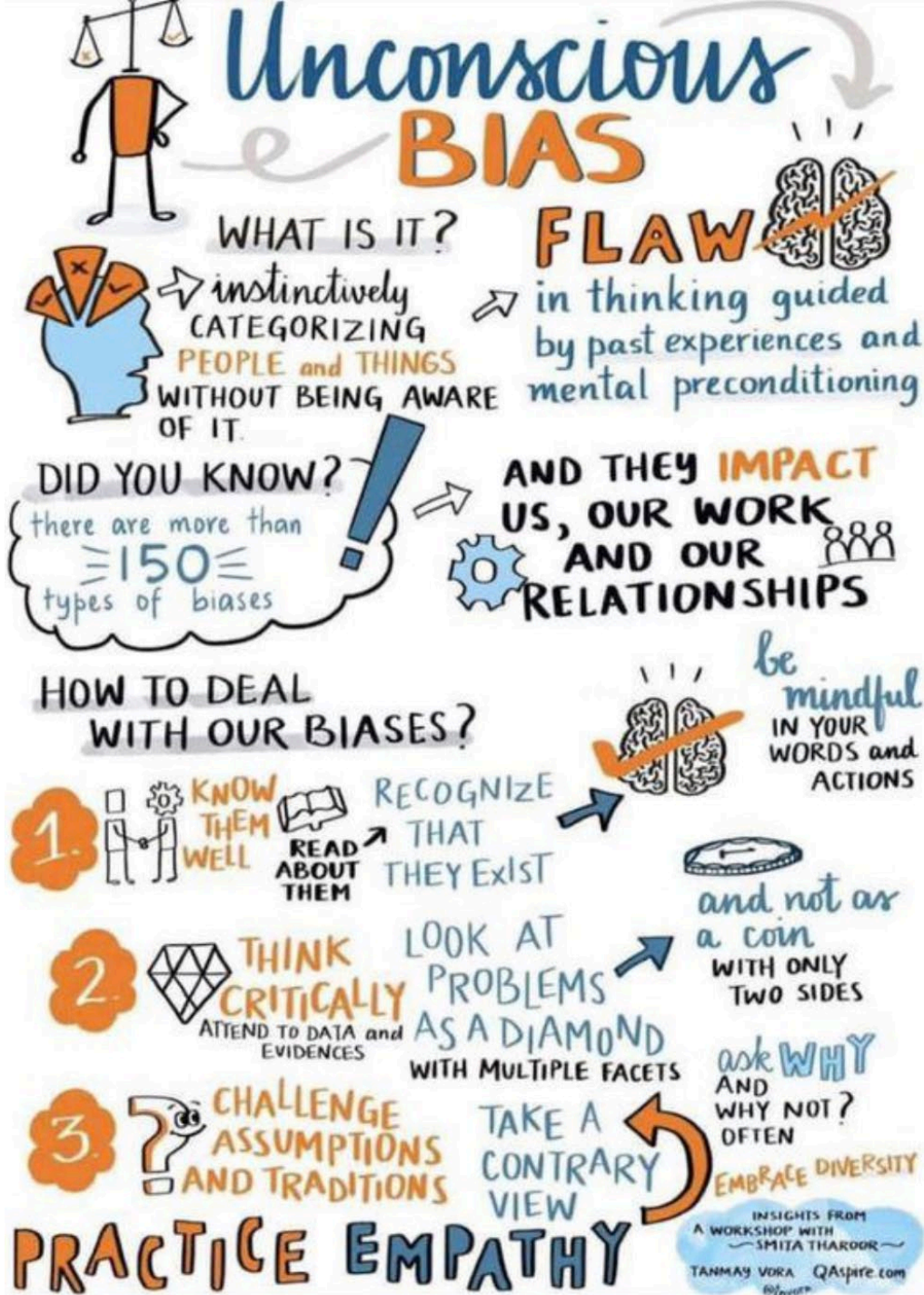
# BIAS: CHARACTERISTICS

- Bias is 98% rooted in System 1 Thinking (fast/unconscious)
  - Unintentional disconnect between endorsement & belief
- Bias results in our favoring our own “group”
  - Often automatic/unconscious tendency to categorize
- Bias has real world effects ***BUT*** they are ***malleable***
  - Implicit associations can be ***unlearned*** and ***replaced***



# BIAS: IMPACTS

- In the US, 14.5% of all men are 6' or taller
  - 58% of male Fortune 500 CEOs are 6' or taller
- In Oregon, women make .79¢ for every \$1 compared to men
  - Women have higher education levels compared to men
- Students with disabilities are suspected at *twice* the rate of other children
  - 13% versus 6%
- Women comprise  $\approx 51\%$  of the US population
  - Women comprise 24% of the US Congress
- Maternal mortality for Black women is *quadruple* that of White women
  - Higher education and income levels do *NOT* improve this outcome



## THE GOOD NEWS!!

- 1) BIASES ARE MALLEABLE
- 2) BIASES CAN BE UNLEARNED
- 3) BIASES CAN BE REPLACED



# BIAS: TYPES

## MICROAGGRESSIONS

- Establish “the other” and imply superiority based on difference
- Send overt/covert messages that reinforce systemic oppression
- Based on social-cultural identities, i.e. gender, race, age, ethnicity
- Rooted in bias and stereotypes
- Lead to serious negative consequences...

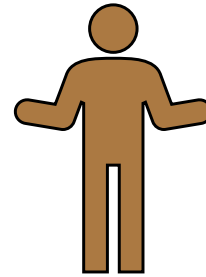


# BIAS: TYPES

## MICROAGGRESSIONS

...Consequences:

- Anxiety/Depression
- Sleep Disturbances/Diminished Confidence
- Epigenetics/Intergenerational Trauma
- Measurable Physiologic Impacts:
  - Maternal Mortality, Interpersonal Violence, Chronic Illness, Decreased Life Expectancy



## WEATHERING EFFECT

# BIAS: TYPES

## Halo Effect



### **Do No Wrong**

Make assumptions based on general impression.

Cherry pick positive example over entire track record.

## Horns Effect



### **Do No Right**

Negative opinion formed based on single trait or interaction.

Unfair assumptions placed onto someone's character.

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## Beauty Bias



### Lookism

Discrimination based on physical appearance.  
Preconceived *cultural* definition of beauty.

---

## Affinity Bias



### Same Same

Natural tendency to gravitate towards someone with similar interests, backgrounds and experiences.

---



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## Conformity Bias



### Group Think

Opinions and behavior changes to match larger group, even when they may differ. Avoids conflict, stifles discussion, creativity.

---

## Confirmation Bias



### Amen Choir

Validation via purposeful selection of supporting views and omission of opposing view.

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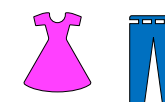
## Authority Bias



### Fall In Line

Blindly following leader's instructions or direction without using your own critical thinking.

## Perception Bias



### Stereotypes

Judgement or treatment based on overly simplistic stereotypes and assumptions about someone's belonging.

# AN EXAMPLE...

## Black Oregon legislator says campaigning in own district triggered 911 call

Published: Jul. 04, 2018, 2:35 a.m.



Oregon state Rep. Janelle Bynum takes a photo with a Clackamas County deputy who responded to a 911 call from one of her constituents who thought she looked suspicious as she was canvassing in a Clackamas

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# ANOTHER EXAMPLE...



# DO YOU SEE WHAT I SEE?



DO YOU SEE IT NOW?



# AN EXERCISE...

Watershed  
/wáder, SHed/  
noun  
An area or region drained by a river or river system



THE HOOD RIVER WAS ONCE SO CHOKED WITH LOGS HEADED TO THE SAWMILL THAT IT WAS RECOGNIZABLE ONLY BY THE SURROUNDING \*RIPARIAN ZONE.

\*DERIVED FROM LATIN RIPA, MEANING RIVER BANK.

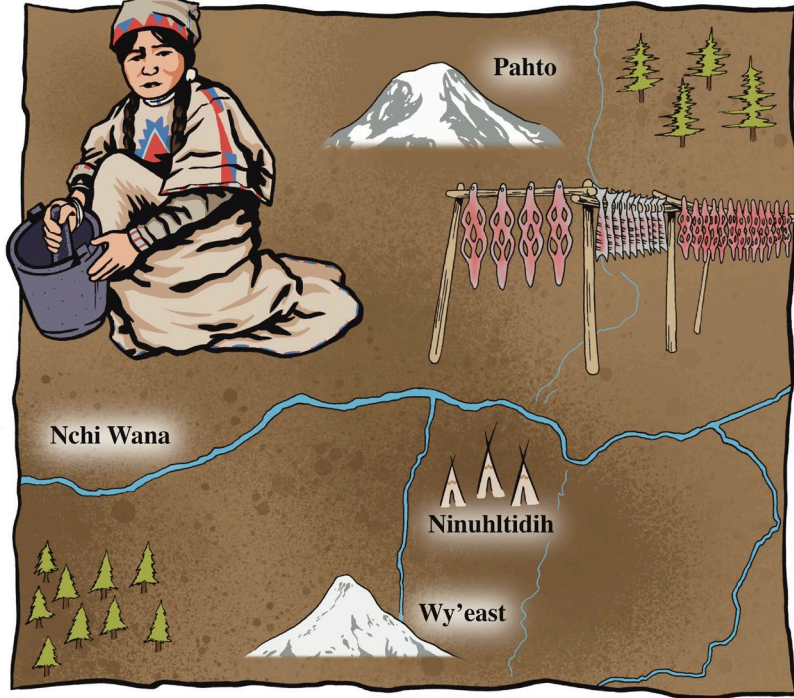
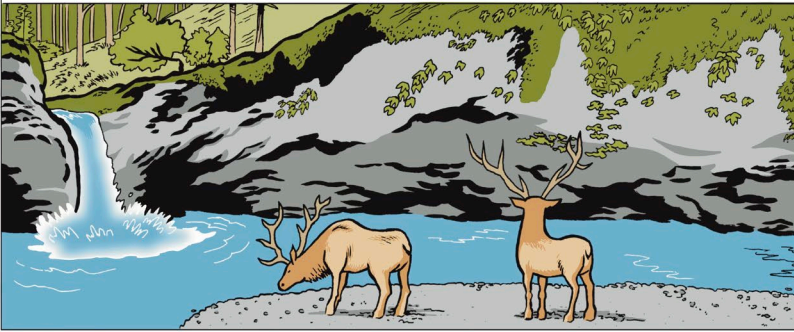
THE ABUNDANCE OF TREES IN OREGON WERE SEEN AS GREEN GOLD, FUELING AN ECONOMY WHERE TIMBER WAS KING.



OLD GROWTH TREES WERE LOGGED AND SENT TO SAW MILLS TO BE CONVERTED INTO VALUABLE LUMBER, CREATING A HUGE NEGATIVE IMPACT ON FISH, WILDLIFE, AND THEIR HABITATS.



BUT FOR THE RIVER THAT FLOWS FROM THE MOUNTAIN FORMED MILLIONS OF YEARS AGO, THERE WAS A TIME BEFORE EUROPEAN SETTLERS. A TIME WHEN THE LAND WAS HOME TO BANDS OF CHINOOK-SPEAKING PEOPLE WHO FLOURISHED IN THE SHADOWS OF WY'EAST AND PAHTO. A TIME IMMEMORIAL...

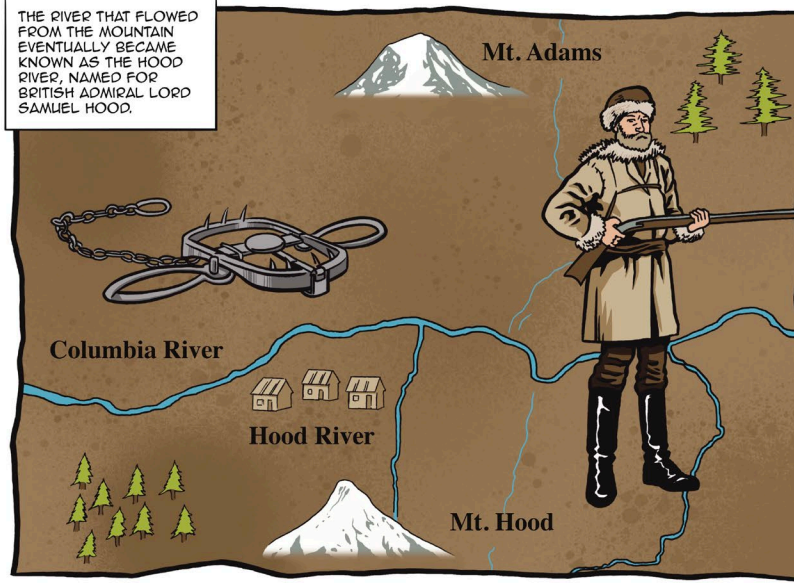


WASCO-WISHRAM ARE TWO OF THE LOCAL TRIBES WHO HARVESTED SALMON. THE WOMEN CREATED THE HIGHLY-PRIZED FIRST FOOD ITK' ILAK OR SALMON MEAL. ITK' ILAK ALONG WITH ROOT BREAD AND BEAR GRASS WERE IMPORTANT TRADE ITEMS WITH NEARBY TRIBES.

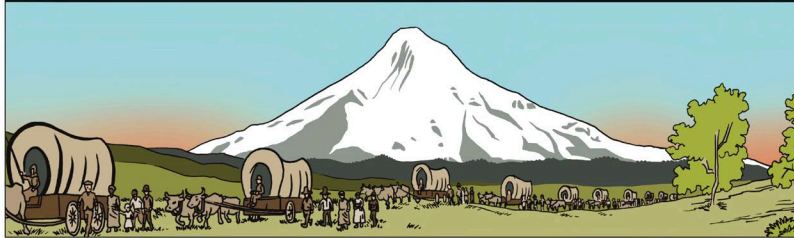
THE ARRIVAL OF LEWIS & CLARK'S CORPS OF DISCOVERY IN 1805 LED TO THE CREATION OF WILLIAM CLARK'S MASTER MAP OF THE NORTH AMERICAN WEST.



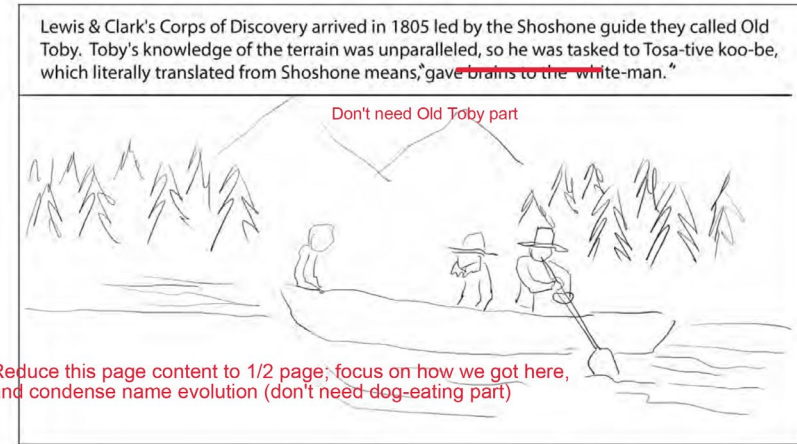
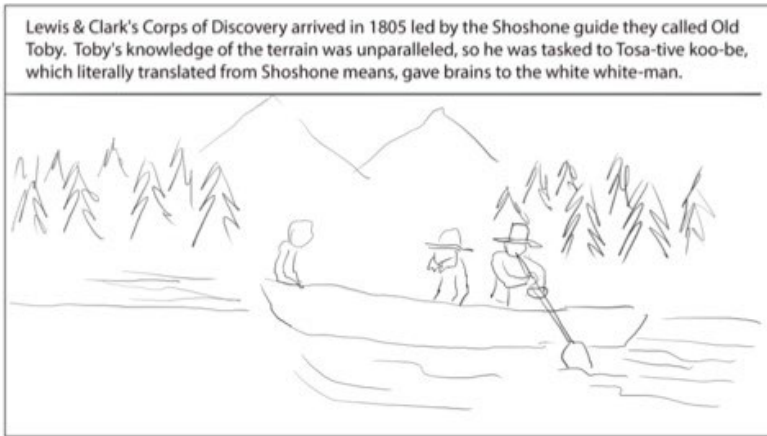
THE RIVER THAT FLOWED FROM THE MOUNTAIN EVENTUALLY BECAME KNOWN AS THE HOOD RIVER, NAMED FOR BRITISH ADMIRAL LORD SAMUEL HOOD.



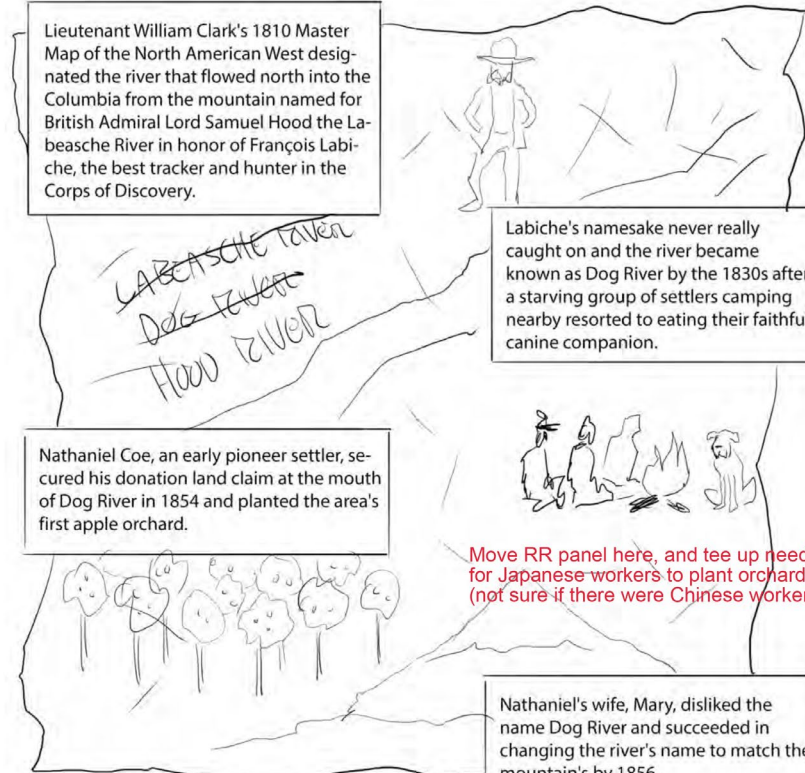
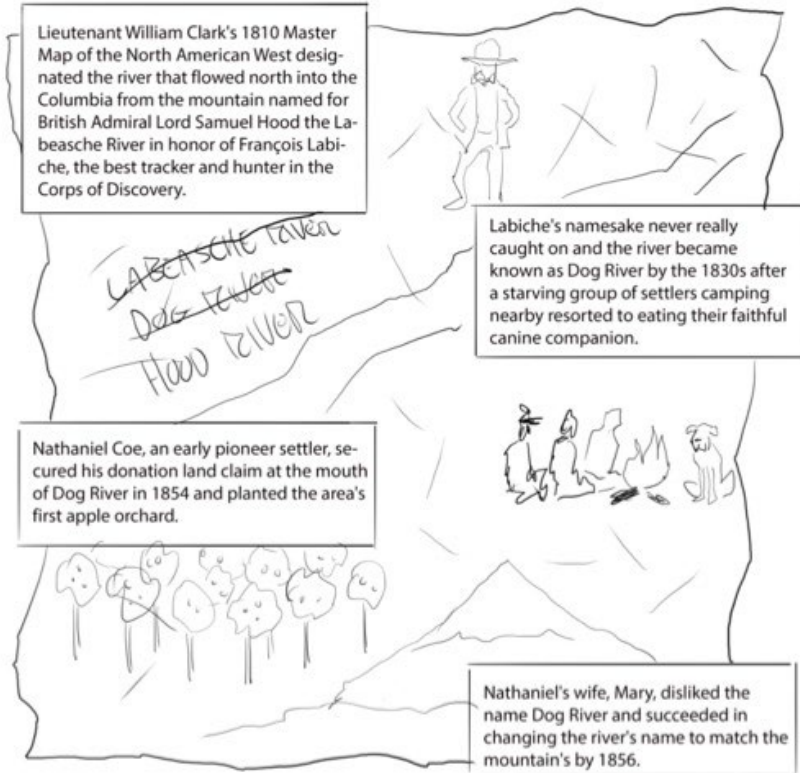
FUR TRADERS NEXT MADE THE OVERLAND JOURNEY VIA THE OREGON TRAIL. THEY WERE SOON FOLLOWED BY THE SETTLERS AFTER CONGRESS PASSED THE DONATION LAND CLAIM ACT OF 1850 TO PROMOTE SETTLEMENTS IN THE OREGON TERRITORY.



# AN EXERCISE...



Reduce this page content to 1/2 page; focus on how we got here, and condense name evolution (don't need dog-eating part)



Move RR panel here, and tee up need for Japanese workers to plant orchard trees (not sure if there were Chinese workers here)



# AN EXERCISE...

Decades of settler contact left the First Nations of the Columbia River under constant threat of violence and decimated by disease.

lets discuss  
this image

The Treaty of 1855 created the four, sovereign Columbia River Tribes (Nez Perce, Umatilla, Warm Springs and Yakama) who ceded over 10 million acres of tribal territory in exchange for specific reservation lands and fishing rights at "all usual and accustomed places" in the Columbia River Basin.



The Treaty established the Warm Springs Reservation, nearly 100 miles inland southeasterly, under terms chosen for the promise of peace and the protection of the United States government.

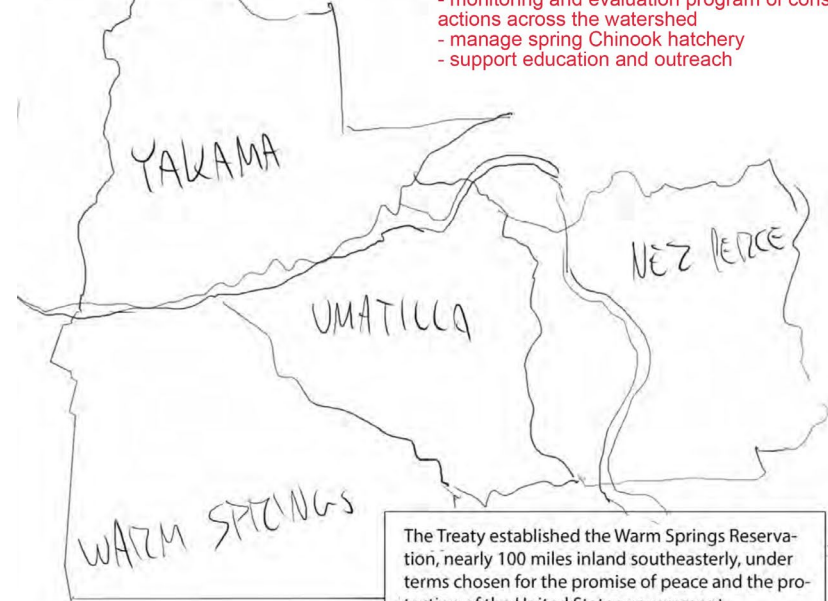
Decades of settler contact left the First Nations of the Columbia River under constant threat of violence and decimated by disease. REMOVE PANEL



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Add in info on CTWS today/important role in Hood River Watershed:

- co-management of the Hood River fishery with ODFW
- provide funding for water conservation and habitat restoration projects
- develop and implement habitat restoration projects
- monitoring and evaluation program of conservation actions across the watershed
- manage spring Chinook hatchery
- support education and outreach



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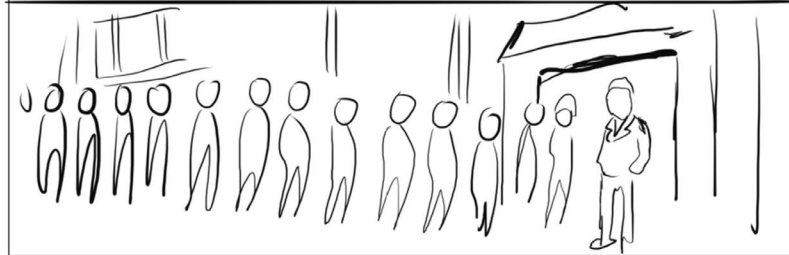
# AN EXERCISE...

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The Issei's success had long fueled xenophobic sentiments. The Day of Infamy, the December 7, 1941 bombing of Pearl Harbor, Hawaii, followed by Japanese military successes in the Pacific throughout 1942 caused racist, exclusionist behavior to reach boiling point.



The result— President Franklin Roosevelt's Executive Order 9066, which established the West Coast Exclusion Zone forcing all persons of Japanese heritage from their homes/lands and into Internment Camps.



Minoru "Min" Yasui, a Nisei lawyer born in Hood River and the first Japanese-American admitted to the Oregon Bar Association, fought the constitutionality of the Camps. Min would eventually spend nine months in solitary confinement in Portland's Multnomah County jail for his efforts.

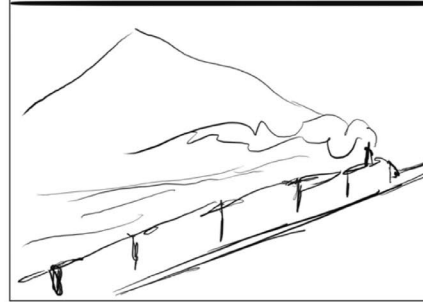


He was then transferred to the Minidoka Idaho Internment Camp. Min's Hood River family would be sent to the Tule Lake California Internment Camp— the largest housing over 18,000 Internees and now a National Monument— via the May 13, 1942 "Train of Tears."



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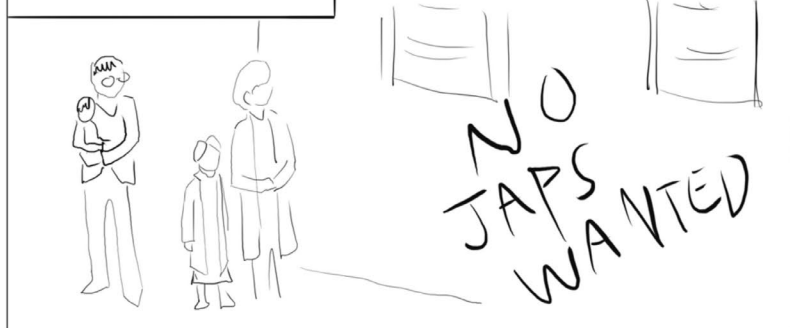
The Mount Hood Railroad which had been built by Issei laborers was used to send their Nisei children and Sansei grandchildren into exile.



An entire generation of Japanese-Americans had their assets frozen, lands confiscated and belongings seized, most of which were never returned.



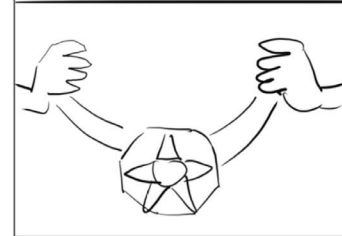
Most Nisei permanently emigrated from the Hood River Valley as the county's post War political environment proved decidedly racist and unwelcoming. Min and his immediate family resettled in Colorado at the end of World War II.

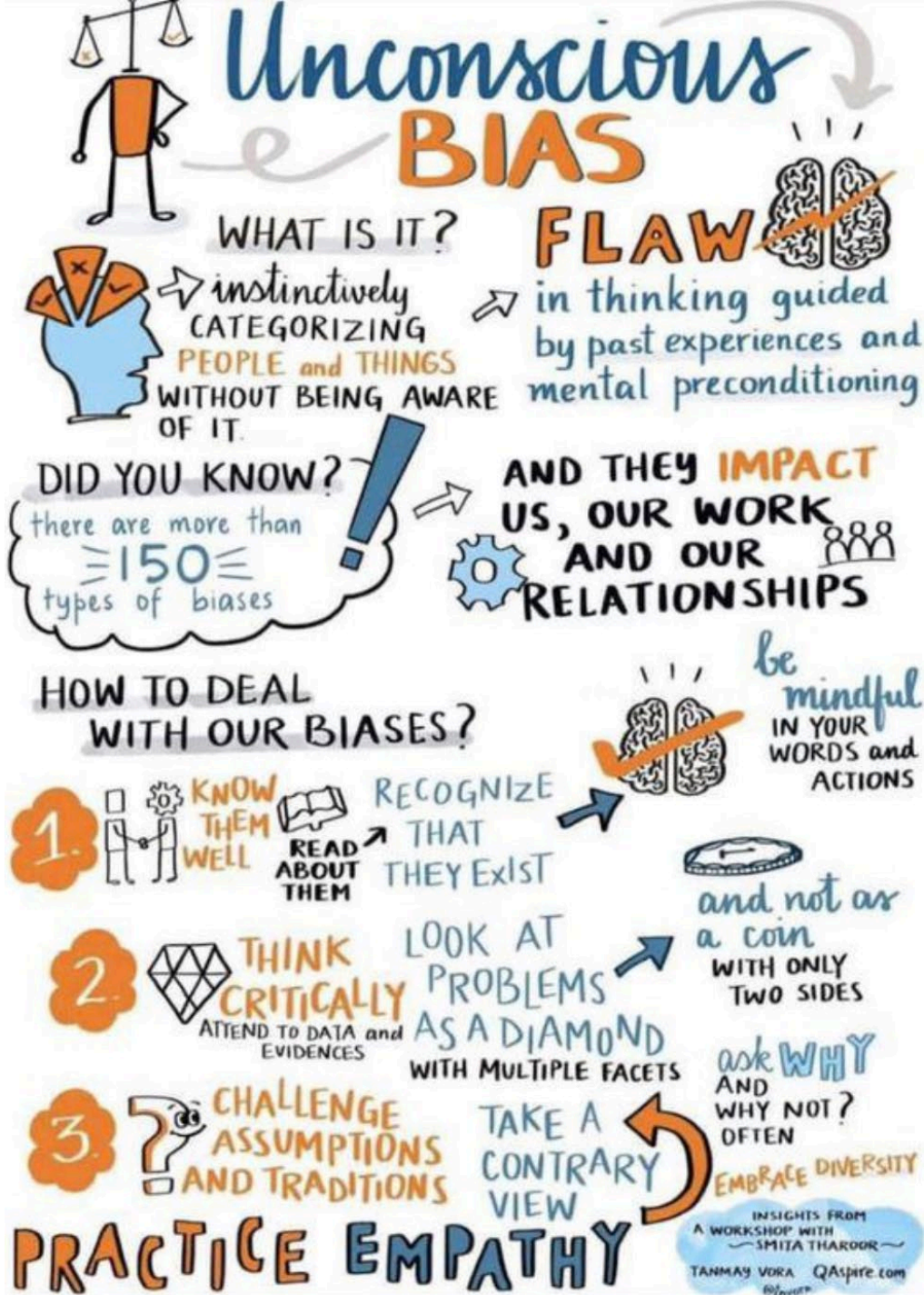


His return would come in 1986 as ashes to be placed next to his parents' memorial plaque in Hood River's Idlewild Cemetery.



Minoru Yasui remains Oregon's sole Presidential Medal of Freedom winner, an honor awarded posthumously in 2015 by President Barack Obama.





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