



# Exploring the Impact of Mindfulness on Bias, Cultural Competence, and Conflict

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RISE to the Challenge Symposium  
October 29, 2021



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# Agenda

- Welcome
- What is bias?
- How does bias impact our relationships with different cultural groups?
- Impact of mindfulness on bias and conflict
- Discussion of implementation
- Barriers
- Resources

# Bias, A Dirty Word?

- **Think:** What is bias? Why is it important understand?
- **Pair:** How often is bias discussed in your home? At work? In social settings?
- **Share:** What discourages conversations around bias? What encourages?

# Bias

- Noun
- a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned.

# Types of Bias

- Correspondence bias
- Negativity bias
- Self-positivity bias

# Judgement Zone

## Correspondence Bias:

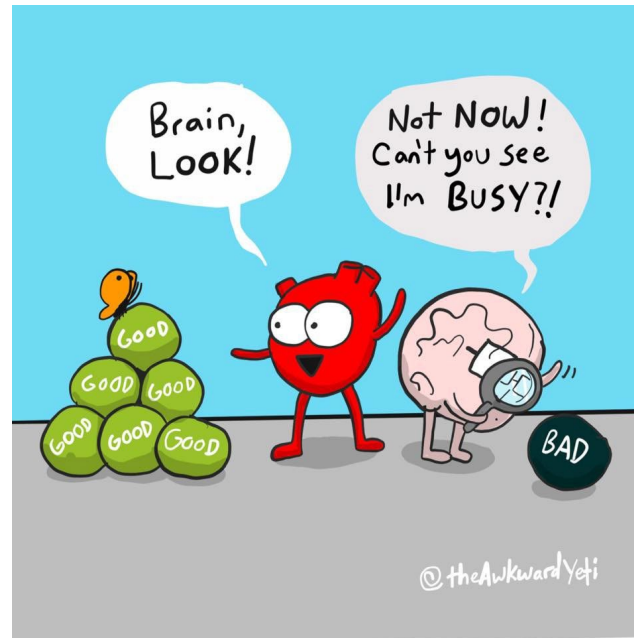
- Behavior is reflective of static character traits rather than external factors
- We ignore circumstances surrounding event
- Impacts how we judge social/cultural groups



# That's What You Remember?

## Negativity bias:

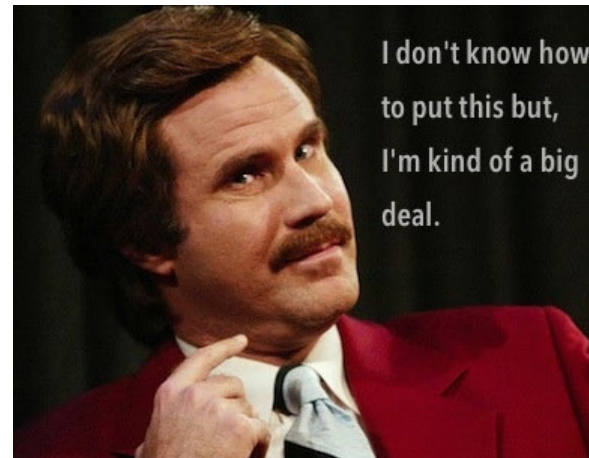
- Tendency to retain and pay more attention to negative events or experiences
- Anticipate bad interactions or outcomes
- More emotionally reactive



# It's Not Me, It's You

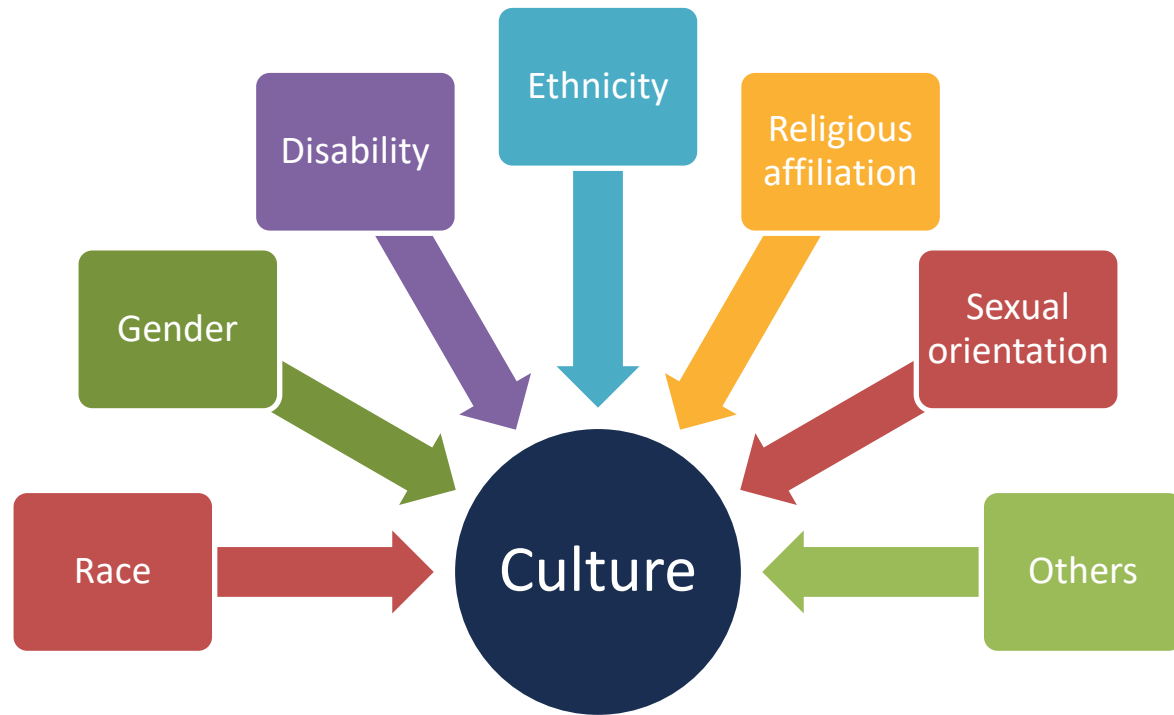
## Self-positivity bias:

- Holding positive views of ourselves in comparison to others
- Positive experiences or outcomes are due to unique personal attributes
- Negative experiences or outcomes are the result of external factors, not personal flaws





# What is Culture?



# Cultural Views

People from different cultures may hold different views on:

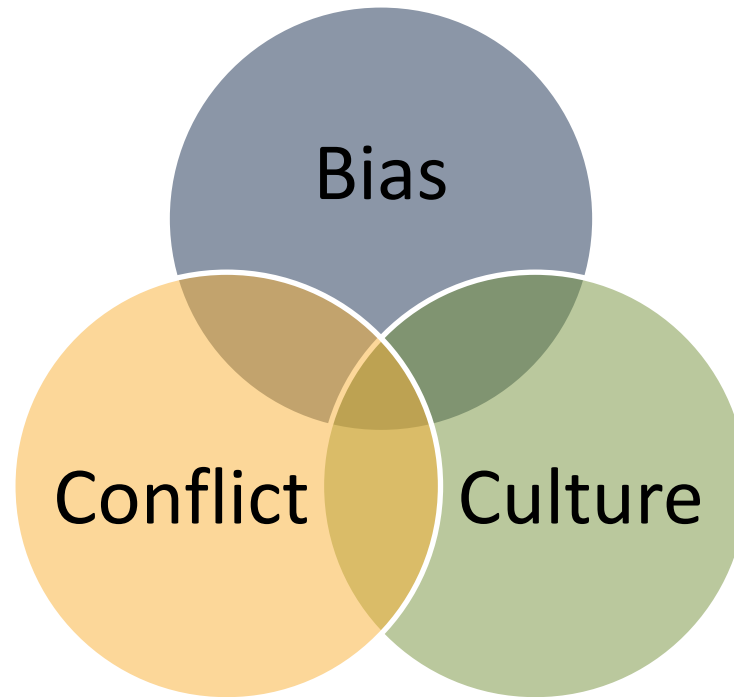
- Disability
- Role of educators
- Conflict
- Gender roles
- Education
- Privacy
- Body language
- Other?



# Discussion

- What impact do our biases have on our relationships with families, staff and colleagues from different cultures?
- What examples do you see in your day-to-day lives?

# Our Challenge



# Mindfulness

- Often practiced through meditation
- Being present in the moment
- Awareness of emotions, thoughts, surroundings, body
- Non-judgmental and accepting

# Can Mindfulness Help?

A number of studies show that even as little as 10 minutes of mindfulness practice can decrease biases, and prejudiced behaviors.



# Questions



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**THANK YOU!**



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