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THE OFFICE RECAP | REWIND

**DIVERSITY AND TITLE IX
OFFICES ARE STILL OPEN!**

The Office of Diversity, Inclusion, & Equity/Title IX is still open! We hope you enjoy this newsletter to keep you engaged with our office. It is our goal to offer bite-sized information that will keep you aware of diversity and inclusion as well as the importance of remaining Title IX compliant in this new working and learning space! Be safe and stay well!





What is Cinco de Mayo? The date that Cinco de Mayo — which is Spanish for May 5 — commemorates wouldn't happen for several decades after the Mexican War of Independence. The day actually celebrates a single battle — the Mexican army's 1862 victory over France at the Battle of Puebla. Today, it's also widely accepted as a moment to celebrate Mexican culture and heritage.

[Click here for more history on Cinco de Mayo!](#)

WHAT IS TITLE IX?

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

— Title IX, Education Amendments of 1972

E-LEARNING CORNER

What is unconscious bias



In Diversity, Inclusion, & Equity:

Unconscious bias (or implicit bias) is often defined as prejudice or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair. Many researchers suggest that unconscious bias occurs automatically as the brain makes quick judgments based on past experiences and background. As a result of unconscious biases, certain people benefit and other people are penalized.

Two ways we all can be more aware and avoid unconscious biases:

1. Recognize your unconscious biases.

Start to think about the unconscious biases you may have. What decisions have you made regarding people without really giving it a second thought? Question why you made the decision that you did.

2. Focus on people.

Rather than thinking about the characteristics of someone's ethnicity, gender or class background, focus on them as an individual. Give them merit on the evidence you see in front of you, rather than what you're expecting based on your own biases.

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