

Oregon Health Care Association



Unpacking Bias  
Lunch & Learn Webinar

Thursday March 16<sup>th</sup>, 2023

With Lou Radja

Anti-Bias Work...

Workbook (Notes)

1. Objectives:

F \_\_\_\_\_  
L \_\_\_\_\_  
A \_\_\_\_\_  
G \_\_\_\_\_

2. DEI Norms Setting and Guiding Principles

1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_  
5. \_\_\_\_\_  
6. \_\_\_\_\_  
7. \_\_\_\_\_  
8. \_\_\_\_\_  
9. \_\_\_\_\_  
10. \_\_\_\_\_



3. Unpacking BIAS

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4. Explicit vs. Implicit Bias:

Explicit: \_\_\_\_\_

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Implicit: \_\_\_\_\_

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5. Where can BIAS show up @ YOUR organization?

H \_\_\_\_\_

F \_\_\_\_\_

P/D \_\_\_\_\_

R \_\_\_\_\_

A/L \_\_\_\_\_

I \_\_\_\_\_

Add yours \_\_\_\_\_

6. Most common types of 'unconscious bias':

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

10. \_\_\_\_\_

11. \_\_\_\_\_

12. \_\_\_\_\_

13. \_\_\_\_\_

7. 'Culture' trap: *Are they a good 'fit'?*

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8. The real and most important question is:

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9. Anti-Bias: (*Individually!*)

S \_\_\_\_\_ A \_\_\_\_\_

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Grow \_\_\_\_\_

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S \_\_\_\_\_ R \_\_\_\_\_

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10. Anti-Bias: (Collectively, as an organization)

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**Asante! Gracias! Merci!.....Thank you OHCA Members!**

**About Lou:**

*A Social Entrepreneur, Lou Radja continues to work tirelessly to improve the lives of many across the globe. A recognized and award-winning Inspirational Speaker and founder of **Lou Radja Enterprises**, Mr. Radja has addressed and engaged global citizens all over the world on Leadership, Diversity, Service and Personal Development. As Co-founder and Executive Director of **EduCongo**, a U.S. based nonprofit organization; Lou's energy is devoted to generating awareness and support to provide quality education for over 2,000 underprivileged children in the Congo. Lou is a member and Past President of the Portland Pearl Rotary Club, an active member of the World Oregon and serves on various nonprofit boards in the community. Lou and his wife Stacy are proud parents of two boys, Yenga and Senda.*

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