

Bias and its Extremes

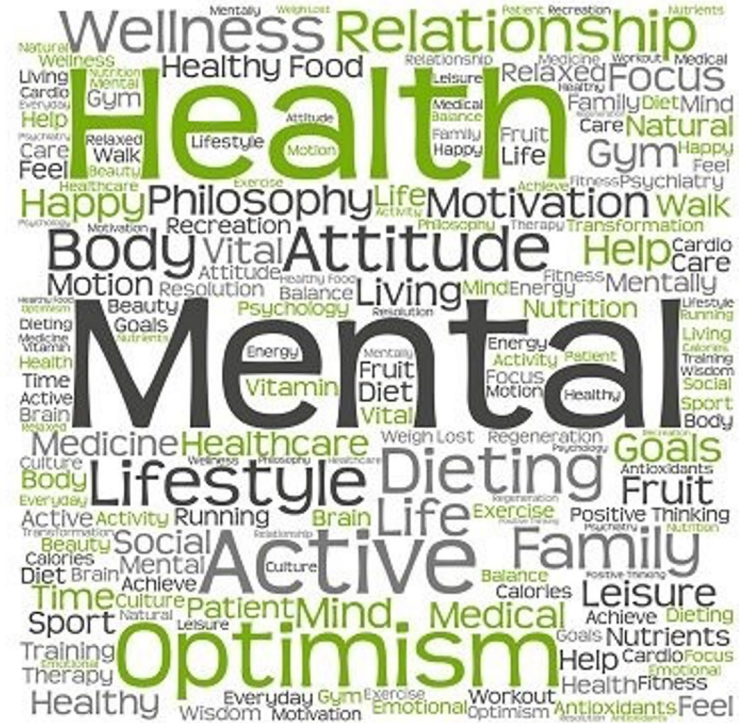
NSD IDEA Council
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- Celebrate with [Zoom backgrounds!](#)
- [Asian Pacific Islander Employee Resource Group \(API ERG\)](#) will be hosting:
 - [A book club discussion on May 23 at 3:00 pm.](#) The API ERG invites you to read and discuss “Crying in H Mart,” a 2021 memoir by Michelle Zauner. Zauner writes about her experiences growing up as a Korean American in Oregon, coping with her mother’s loss, and finding her way in her culture.

- May is Mental Health Awareness Month. Established in 1949, it aims to put a spotlight on the importance of mental health and wellness. This [link](#) has further background and Laboratory (-related) resources
- The All Access Mental Health Initiative will be sponsoring “*Continuing the Conversation on Burnout: Do’s and Don’t for Supervisors*” tomorrow, between Noon and 13:30. Further information and connection info [here](#)



May is also the month for...

Perhaps less well known, but May is also:

- National Foster Care Month, see e.g., <https://www.childwelfare.gov/fostercaremonth/>
- Jewish American Heritage Month, see e.g., <https://jewishheritagemonth.gov>
- Older Americans Month, see e.g., <https://acl.gov/aom>



- We have discussed *Implicit Bias* and ways to (better) manage the effects of bias in e.g. hiring practices,
- We have also discussed various forms of *Upstander Behavior*, *Word Choice*, *Othering*, and *micro aggressions*,
- All of these are in the spirit of celebrating and valuing diversity and striving to make NSD a (more) safe and welcoming work environment.
- Today's discussion will address aspects of bias-motivated extremes – hate crimes,
- This is a tough topic; do what you need to do to take care of yourself.

- Many/most of us read the news,
- Sense that bias-motivated incidents and crimes are on the rise,
- Sense of hopelessness or helplessness,

- Indeed, FBI registry of reported hate crimes points to rising trends since 2014 (absolute, per capita, and compared to other forms of crime),
- Victims are not statistics; effects are profound and go at sense of self and society,
- Research, including statistical methods, can lead to insights. For example, McDevitt and Levin found that individual “thrill-seeking” is by far more prevalent than organized “mission-offenders,”

Hate Crime:

A crime against a person, group, or property motivated by the victim's real or perceived protected social group. Hate crimes can be prosecuted either as a misdemeanors or felonies depending on the acts committed.

Hate Incident:

An action or behavior motivated by hate but legally protected by the First Amendment right to freedom of expression. If a hate incident starts to threaten a person or property, it may become a hate crime.

Examples of *hate incidents* include:

- Display of offensive material on one's own property
- Posting of hate material that does not result in property damage
- Distribution of materials with hate messages in public places



If you are the victim of a hate crime, please contact your local law enforcement agency.

For additional information, please visit oag.ca.gov/HateCrimes

In California, you may be a victim of a hate crime if a crime was committed against you because of your actual or perceived:



- **Race or ethnicity**
- **Nationality**
- **Religion**
- **Gender**
- **Sexual orientation**
- **Physical or mental disability**
- **Association with a person or group with one or more of these actual or perceived characteristics**

If you are the victim of a hate crime, please contact your local law enforcement agency.

For additional information, please visit oag.ca.gov/HateCrimes

If you, or someone you know are a hate crime victim, you should:



- Contact your local law enforcement right away
- Get medical attention (if you need it)
- Write down the exact words that were said
- Make notes about any other facts
- Save all evidence. If safe, wait until law enforcement arrives and takes photos
- Get the names and contact information of other victims and witnesses
- Try to get a description from any eyewitnesses of the criminal
- Contact community organizations in your area that respond to hate crimes

Contact 911 or go to a local hospital if you need immediate attention. To file a report, contact your local law enforcement agency. If you need additional information, contact the California Attorney General's Office Victims' Services Unit

(877) 433-9069

oag.ca.gov/VictimServices

- Hate offenses exist in many forms; hate, while usually repugnant, is not a crime itself,
- Effects run very deep for victims as well as communities,
- Behind every hate offense is a message: *“You are not welcome here.”* Communities can send another *“Yes, you are.”*
- Some resources:
 - <https://righttobe.org> – “turn care into action”; broadly accessible training
 - <https://oag.ca.gov/hatecrimes> -- California government
 - <https://www.justice.gov/crt/hate-crime-laws> -- U.S. Department of Justice

- URM Job Posting funding
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards “50 ways to fight bias”](#)
- idea.lbl.gov

Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov