

OCT. 2020 | VOL 1

CWA LOCAL 4340 WOMENS' AND EQUITY NEWSLETTER



NEXT COMMITTEE MEETING

November 10th
5:00pm
Check email for
details

Hello CWA Members,

We hope that our first quarterly edition of CWA Local 4340 Womens' and Equity Committee Newsletter finds you all safe and well. Our intent with this newsletter is to address current events, monthly awareness campaigns such as Black History month or Breast Cancer Awareness month and of course our members concerns.

If you would like to make a contribution to next quarter's issue please email serena4340@hotmail.com.

We as a union strive for equality in treatment of all members in the workplace. We fight for fair wages and benefits for all of our members. Our members are a diverse group that represent every facet of race, religion, orientation, and ability, as a group we fight for equality and equity for all of our differences.

UNCONSCIOUS BIAS

Report by Linda Burns

We as human beings all hold some type of unconscious bias at one point in time in our lives. An unconscious bias is defined as social stereotypes that people have that are different from them. These biases allow us to quickly categorize people and decision making without critically thinking through the issue or the individual you may be dealing with.

Monica Thakrar from Forbes.com wrote about the following four types of unconscious bias types:

Affinity Bias- We choose to gravitate towards people that are similar to ourselves, whether it be race, gender, education or even economic circumstances.

Confirmation Bias- We look for data that only supports our position, such as politics or social issues.

Labeling Bias- forming opinions based on how people look, dress or speak.

Selective Attention Bias- concentrating on things, ideas and input from people that we tend to gravitate to.

If you want to learn more about unconscious bias, we encourage you to go to this link to explore your own views

<https://implicit.harvard.edu/implicit/>

Thakrar, Monica (2019, Nov). Unconscious Bias and Three Ways to Overcome It, Forbes.com
<https://www.forbes.com/sites/forbescoachescouncil/2018/11/19/unconscious-bias-and-three-ways-to-overcome-it/#1731853d2677>

Article Suggestion submitted by
Serena Saleem

Mark Cuban: White people 'need to speak up' and call out racism when they see it

<https://www.cnbc.com/2020/06/17/mark-cuban-white-people-need-to-speak-up-and-call-out-racism.html>

White Privilege is not meant to say that all white people have not worked hard and earned what they have gotten in this world, white privilege just means that the color of the skin did not make it harder for them to do so.

We have to be willing to have difficult conversations with each other in order to grow, learn and be better towards one another.



"We must continue to go forward as one people, as brothers and sisters".

John Lewis

Video Suggestion by Avis Ashley
Race Matters PBS Newshour
<https://www.youtube.com/watch?v=o3r3mOo4LmY&feature=youtu.be>

Podcast Suggestion by Laheelah Hunter
Serial PodCast
<https://serialpodcast.org/season-three/1/a-bar-fight-walks-into-the-justice-center>

We Invite you to explore some of these additional resources to learn more about race relations and current events in our communities

Suggested Reading
:

Just Mercy by
Bryan Stevenson

Their Eyes Were
Watching God by
Zora Neale
Hurstun



