In 2018, Starbucks closed its stores after a manager called the police on two black men waiting at a table. The months that followed brought a rash of incidents of white people calling the police on people of color napping in a college dorm, BBQing in a public park, touring a university campus, and selling water on the side of the road. Each time an incident was reported, cries of racism came to the fore. And yet, if you asked any of those people, they likely would say, “I’m not racist,” “I don’t see color,” or “I don’t have a biased bone in my body.” How can we reconcile that?

For many, that’s where implicit bias enters. As a shortcut for our thinking, implicit bias plays a crucial role in how we perceive those who are different, and how those first impressions can dramatically affect our perceptions of others. However, recognizing implicit bias only goes so far when it comes to forging spaces of real inclusion. The hard work of inclusion requires us to go beyond implicit bias and into the difficult discussions of racial, ethnic, and identity differences.

In Generation: Lead, we start by discussing leadership and what it means to be a student-leader. We then enter Level 1 diversity and learn how transforming demographics require that our next generation of leaders respect difference. Next, we engage with Level 2 diversity to understand how implicit bias affects students’ relationships with their campus community, their understanding and application of academic principles, and their ability to lead in their future workplaces. Finally, we enter Level 3 diversity and dive into our own biases and the effects those have on our personal and professional lives. We end with our Top Ten Takeaways to interrupt bias and create student-leaders focused on inclusion and belonging for all.

"As I wiped away tears every 15 minutes during your speech it was a wonderful embracing experience. Your words empowered me more than you will ever know ... I thank you for allowing me to feel okay in my own skin. I could never thank you enough for giving me another outlook on life and for one of the best presentations I have come across in my life."

Interested in booking? Contact Michelle Silverthorn, Inclusion Nation Founder & CEO, at michelle@inclusionnation.org.