



IDENTIFYING & CHALLENGING IMPLICIT BIAS

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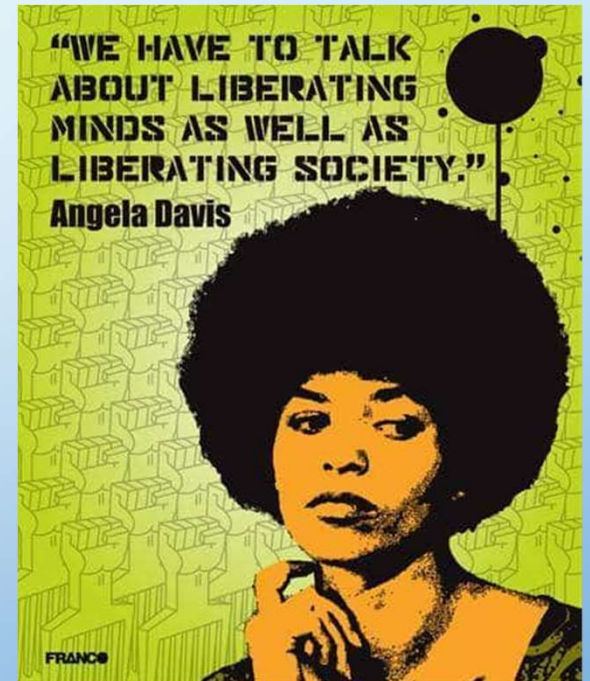
Riddles 🧐

A father and son were in a car accident where the father was killed. The ambulance brought the son to the hospital. He needed immediate surgery. In the operating room, a doctor came in and looked at the little boy and said I can't operate on him he is my son. Who is the doctor?

Answer: [Riddles.com/1225](https://www.Riddles.com/1225)

IMPLICIT BIAS... Keeping ourselves in check

HOW MIGHT MY PREFERENCES BE SHOWING UP?



FILL IN THE BLANK



SALT



PEPPER

FILL IN THE BLANK



PEANUT
BUTTER



JELLY

IMPLICIT BIAS...THE BIOLOGY

Our brains are registering 11 million bits of sensory information per second and most of it is processed subconsciously or preconsciously.

- The conscious brain can only process 50 bits of that sensory input per second. That's about 2/100ths of 1% of what the subconscious can process in that same amount of time.
- 95% of brain activity is subconscious and about 5% is conscious.



IMPLICIT BIAS...WHAT IS IT?

Also known as, “Unconscious Bias”, is the unconscious attribution of particular qualities to a member of a certain social group.

Implicit Bias:

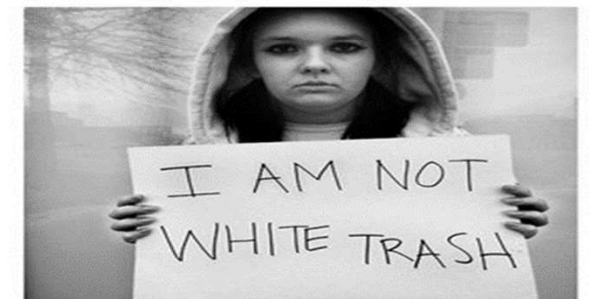
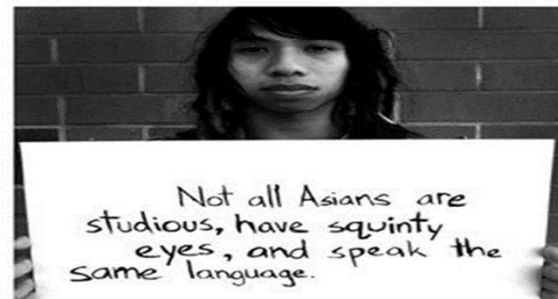
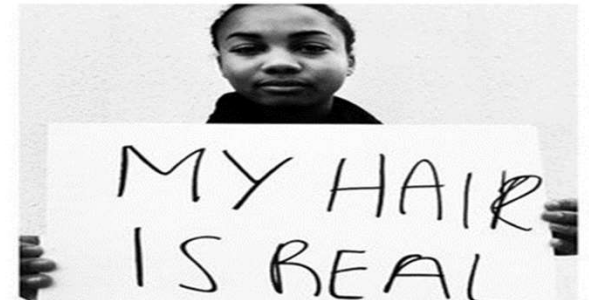
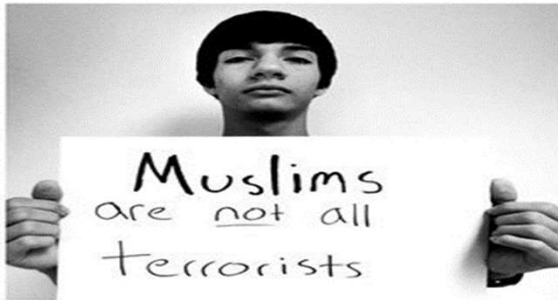
- Judgement and/or behavior that operates at a level below our conscious awareness and without our intentional control.
- Impacts our day to day interactions
- Instantaneous decisions
- Based on our personal experiences, cultural environment, and biology

Unconscious Mind:

- Relies on instinct
- Makes snapshot judgements about our surroundings and people we meet




IMPLICIT BIAS...WHAT IS IT?



IMPLICIT BIAS...

HARVARD IMPLICIT ASSOCIATION TEST



Project Implicit®

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Preliminary Information

On the next page you'll be asked to select an Implicit Association Test (IAT) from a list of possible topics. We will also ask you (optionally) to report your attitudes or beliefs about these topics and provide some information about yourself.


We ask these questions because the IAT can be more valuable if you also describe your own self-understanding of the attitude or stereotype that the IAT measures. We would also like to compare differences between people and groups.

Data Privacy: Data exchanged with this site are protected by SSL encryption. Project Implicit uses the same secure hypertext transfer protocol (HTTPS) that banks use to securely transfer credit card information. This provides strong security for data transfer to and from our website. IP addresses are routinely recorded, but are completely confidential. We make the anonymous data collected on the Project Implicit Demonstration website publicly available. You can find more information on our [Data Privacy page](#).

Important disclaimer: In reporting to you results of any IAT test that you take, we will mention possible interpretations that have a basis in research done (at the University of Washington, University of Virginia, Harvard University, and Yale University) with these tests. However, these Universities, as well as the individual researchers who have contributed to this site, make no claim for the validity of these suggested interpretations. If you are unprepared to encounter interpretations that you might find objectionable, please do not proceed further. You may prefer to examine [general information about the IAT](#) before deciding whether or not to proceed.

You can contact our research team (implicit@fas.harvard.edu) or Harvard's Committee on the Use of Human Subjects (cuhs@harvard.edu) for answers to pertinent questions about the research and your rights, as well as in the event of a research-related injury to yourself.

I am aware of the possibility of encountering interpretations of my IAT test performance with which I may not agree. Knowing this, I wish to proceed



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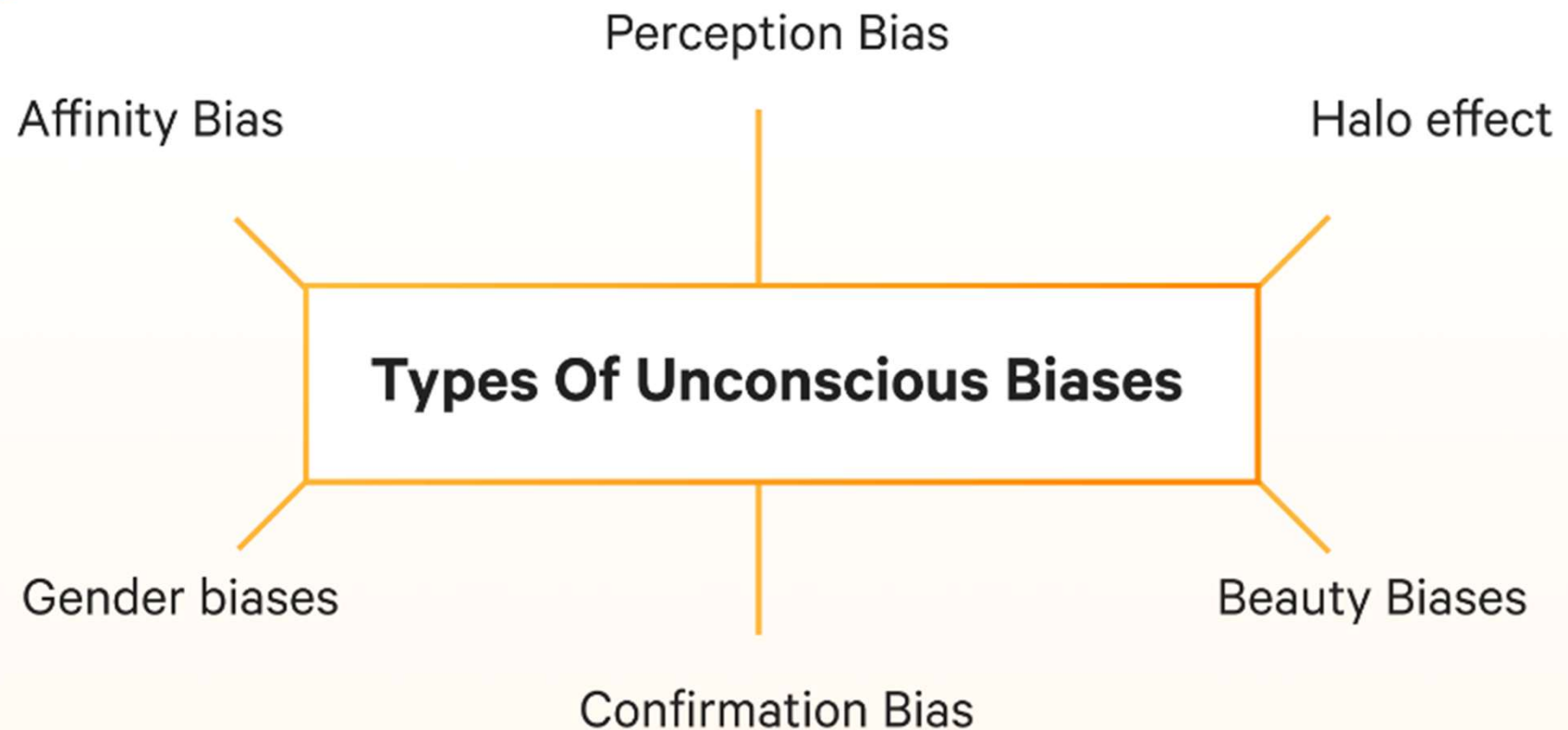
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Presidents IAT	Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
Gender-Career IAT	Gender - Career. This IAT often reveals a relative link between family and females and between career and males.
Race IAT	Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
Arab-Muslim IAT	Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
Sexuality IAT	Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
Religion IAT	Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.
Gender-Science IAT	Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.
Weight IAT	Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
Skin-tone IAT	Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
Weapons IAT	Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
Native IAT	Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
Disability IAT	Disability ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.
Asian IAT	Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
Age IAT	Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This often indicates that Americans have automatic preference for young over old.

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Activity

LINK: <https://implicit.harvard.edu/implicit/takeatest.html>



Taken from : <https://www.togetherplatform.com/blog/unconscious-bias-in-the-workplace>

STROOP TEST

yellow

red

blue

red

green

red

yellow

yellow

blue

yellow

yellow

green

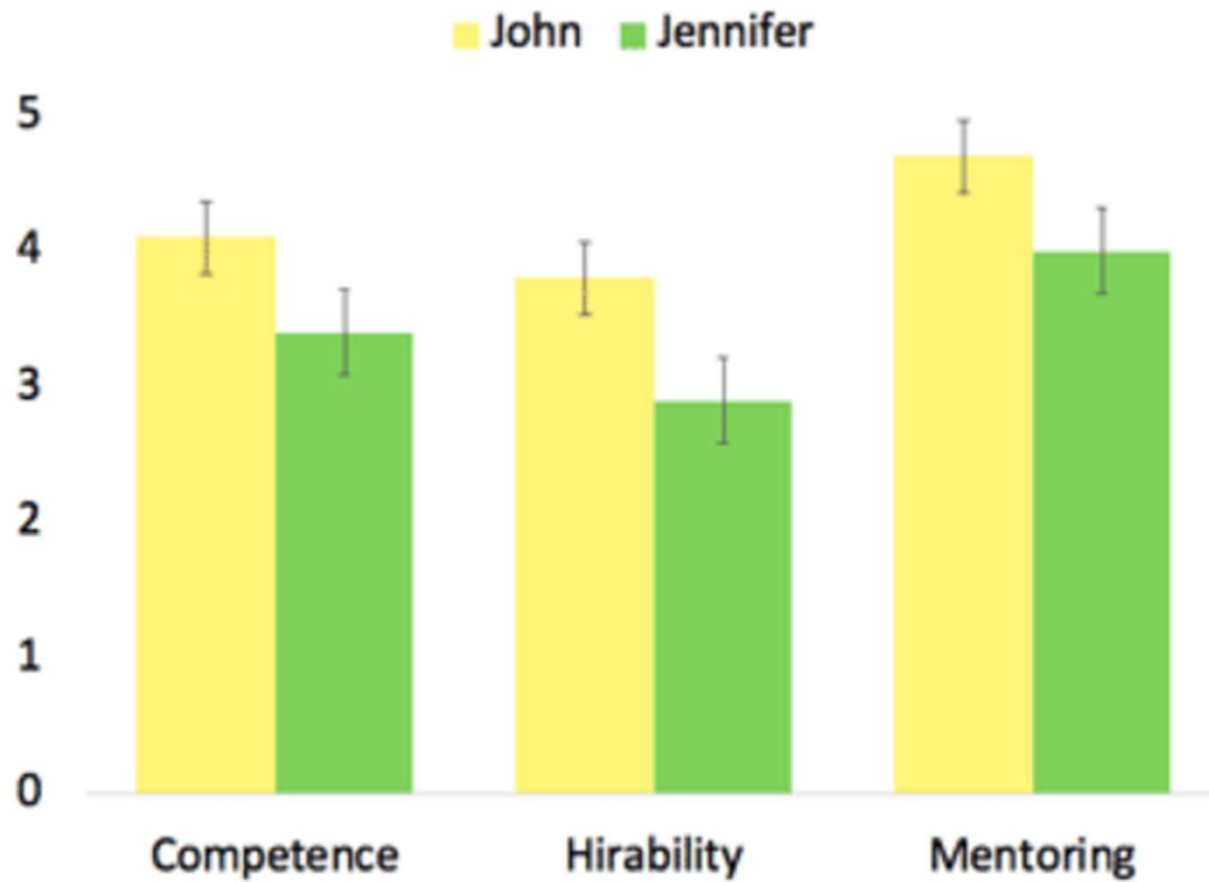
blue

green

green

red

The finding



Adapted from Moss-Racusin, et al., 2012

Who looks more competent?



Who looks more competent?



Who looks more competent?



Who looks more competent?



A



B



ce. How First Impressions Fool Us

A



B







THE ONLY WAY ILLUSION WORKS IS IF
WE MISTAKE IT FOR REALITY.

VINNY FERRARO

WHAT ASSUMPTION DO YOU MAKE BASED ON HIS APPEARANCE?



What assumption do you make based on his appearance?



What assumption do you make based on her appearance?



DIFFERENT APPEARANCES & LOOKS...



IMPLICIT BIAS... AWARENESS

What does learning about our implicit/unconscious bias tell us?

- Bias is natural and largely unavoidable
- Bias against people unlike us - show more favor to people like us
People will often not have insight to their own biases
- Situations of emotional or cognitive load cause bias driven behavior.
- Unconscious bias affects our behavior in subtle and unintentional ways

IMPLICIT BIAS...WHAT IS IT?

Often, we are **UNAWARE** of our own bias, and the bias of others.

TAKE ACTION to recognize:

- ✓ *WE ALL HAVE BIAS*
- ✓ *Implicit bias does not make us bad people*
- ✓ *Implicit bias is part of an ongoing self-assessment and growth process*
- ✓ *Implicit Bias, cannot be eliminated, but it can be managed successfully*



A CONVERSATION WITH

...MY BLACK SON
GROWING UP BLACK...
WHITE PEOPLE ON RACE....
POLICE ON RACE...
LATINOS ON RACE...
ASIAN AMERICANS ON RACE ...
NATIVE AMERICANS ON RACE ...



IMPLICIT BIAS... STRATEGIES

1. Recognize and become aware that we each have our own unconscious biases
2. Use the power of logic
3. Hit the pause button; do some self-reflection
4. Create common ground
5. Strive to be fair when you recognize your biases
6. Be aware in terms of your motivation to change!

MINDFULNESS TO ADDRESS IMPLICIT BIAS



EMOTIONAL AWARENESS



DECENTER FROM NEGATIVE
THOUGHT PATTERNS



LOVING-KINDNESS to yourself and
others



MINDFUL MEDIA CONSUMPTION



MINDFUL Listening and Speech

STRENGTH BASED & PERSON CENTERED

TO ADDRESS IMPLICIT BIAS



**Collaboration &
Partnership**



Deep listening



**What's Strong v.
What's Wrong**



**Language
matters**

UNCONDITIONAL POSITIVE REGARD

SPIRIT OF MOTIVATIONAL INTERVIEWING



Acceptance and Support



All have absolute worth and value



Without judgement, no blame, no
unsolicited advice



Solution focused not problem focused




Seeking Understanding


RADICAL ACCEPTANCE

SPIRIT OF MOTIVATIONAL INTERVIEWING

The ability to accept situations that are out of our control without judging them. "It is as it is."



Accepting vs denying, rejecting, fighting against reality



Suffering and agony come from pain and non-acceptance



** Radical acceptance does not mean you agree! **

*What if you saw
those you are
working with as
sunsets rather than
math problems?*

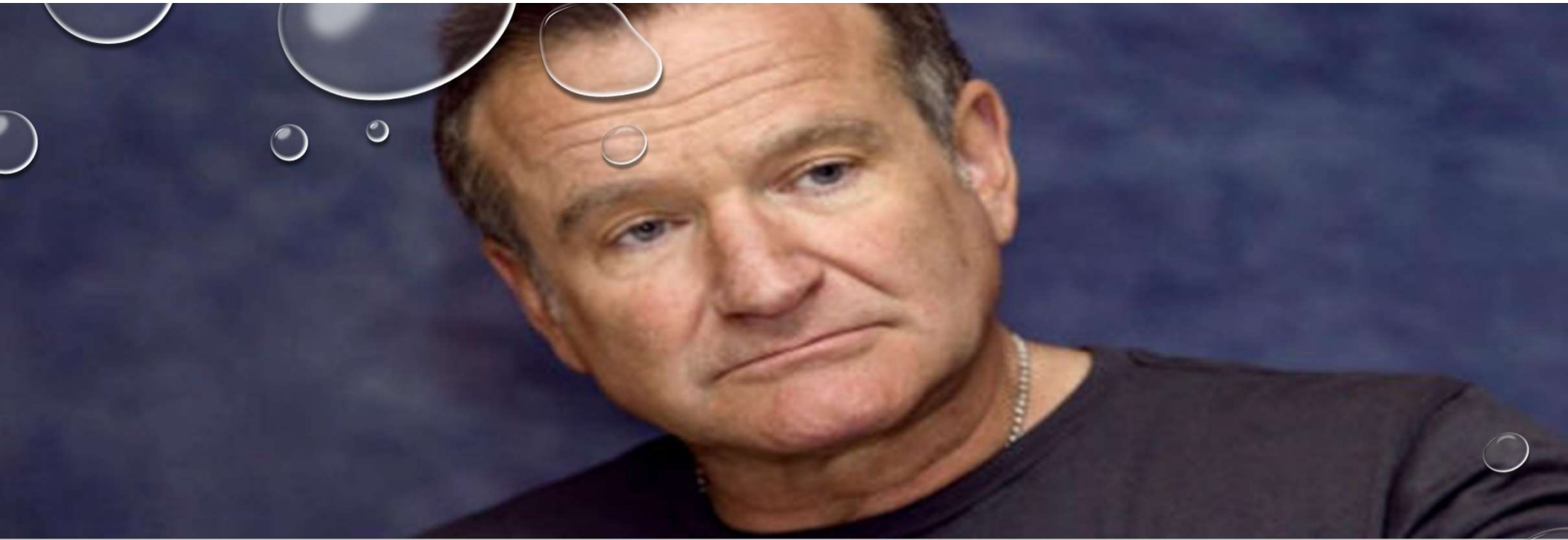


COMPASSION

SPIRIT OF MOTIVATIONAL INTERVIEWING

WHAT HINDERS COMPASSION?

- Inattention- not being fully present
- Fear and Anger
- Privilege
- Implicit Bias



Have compassion for everyone you meet, even if they don't want it. You don't know what wars are going on down there where the spirit meets the bone.

Bill Miller, PhD

The background of the slide features a light blue to medium blue gradient. Scattered across the top and bottom edges are several realistic water droplets of varying sizes, some with highlights and shadows, giving a fresh and clean aesthetic.

LOWERING WORKPLACE BIAS

STRATEGIES FOR LOWERING AND LIMITING WORKPLACE BIAS

IMPLICIT BIAS...Taking Action

- ☐ Avoid supporting or strengthening your unconscious biases
- ☐ Expose yourself to positive images or stories
- ☐ Recognize and be particularly vigilant in situations when you have incomplete information
- ☐ Recognize and be particularly vigilant in situations where your own biases are likely to be most active
- ☐ Periodically test yourself to identify the types and strengths of your unconscious biases



IMPLICIT BIAS...Additional Actions

- ☐ Know where you are in terms of your motivation to change or manage your biases
- ☐ Remind yourself of the need to be fair and objective at key times
- ☐ Recognize that when individuals are majority or dominant group members working with minority or non-dominant groups members that the performance may be impacted by this inter-group anxiety



IMPLICIT BIAS...

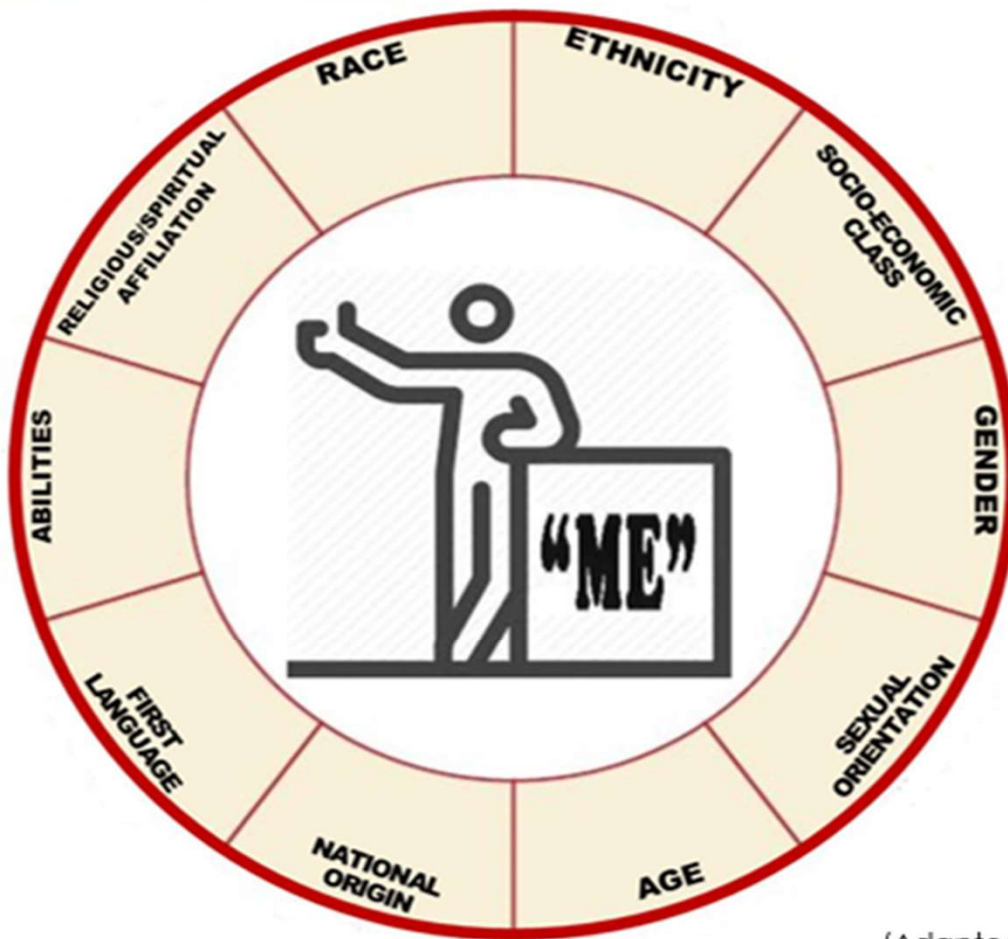
Be an Active Bystander or Ally

- ☐ Identify the Emergence of Bias
- ☐ Decide to Address The Situation
- ☐ Take Action
- ☐ BE literal or pretend you don't understand
- ☐ Invite dialogue with open ended questions
- ☐ State that you are uncomfortable
- ☐ Use direct communication - "I" Statements
- ☐ Follow up when appropriate



Taken from the Kirwan Institute "Be an Active Bystander: Ways to Challenge Implicit Bias"

IDENTITY WHEEL ACTIVITY



- ✓ Any identity you think about often
- ✗ Any identity you do not think about much
- ? An attribute of your identity you would like to learn more about
- ★ An attribute of your identity that have the strongest effect on how you see yourself as a person.


(Adapted from: Goodman and Schapiro, 1997)





EXERCISE

How diverse is your personal circle and why does it look like it does? While not having a diverse circle doesn't mean you are racist, elitist or any other -ist, it probably does mean that you don't have much experience with people unlike you.



8 QUESTIONS FOR UNCOVERING YOUR IMPLICIT BIASES

1. **How diverse is your personal circle and why does it look like it does?**
A limited social circle limits your perspective.
2. **Who are the “others” in your life?**
Notice who you consider “one of us” and “one of them.”
3. **How often do you use generalizations?** Notice when you use “they” to describe people of a certain race, culture, or other group.
4. **What is your initial perception when you talk to someone with an accent different from yours?**
5. **Do you think the integration of diverse historical perspectives is good practice or divisive politics?** The latter suggests a resistance to learning.
6. **Who is on your “free pass” list?**
We tend to be more forgiving of those we like and agree with.
7. **When do you tend most toward non-acceptance and judgment?**
Are your triggers cultural? Ideological? Religious? Something else?
8. **How much cross-cultural literature, TV, and movies do you consume?**
Not much? You’re probably not familiar with lives different from yours.

LEARN MORE IN **EPISODE 188** OF THE CULT OF PEDAGOGY PODCAST



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