

Implicit Bias

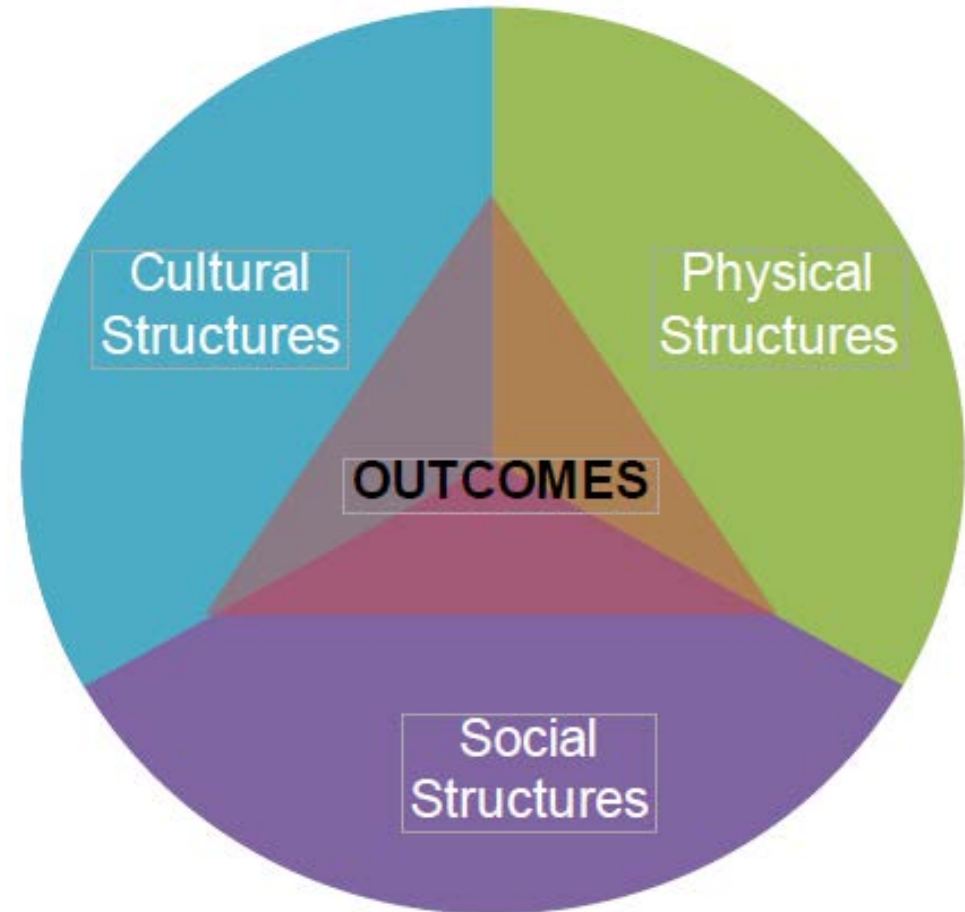
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Introduction

- Implicit bias and perception are often seen as individual problems when, in fact, they are structural barriers to equality.
—The Perception Institute, *The Science of Equality* (2014)

Structures and Us

Haas Institute for a Fair and
Inclusive Society



Othering

- Othering is a set of common processes that engender marginality and persistent inequality across any of the full range of human differences.

- powell & Menendian, 2014

- The process of othering occurs in our unconscious and leads to bias.



Mental Mechanisms of Othering

1. Priming

2. Sorting into categories

3. Creating associations

4. Filling in gaps/Assumptions



Schemas

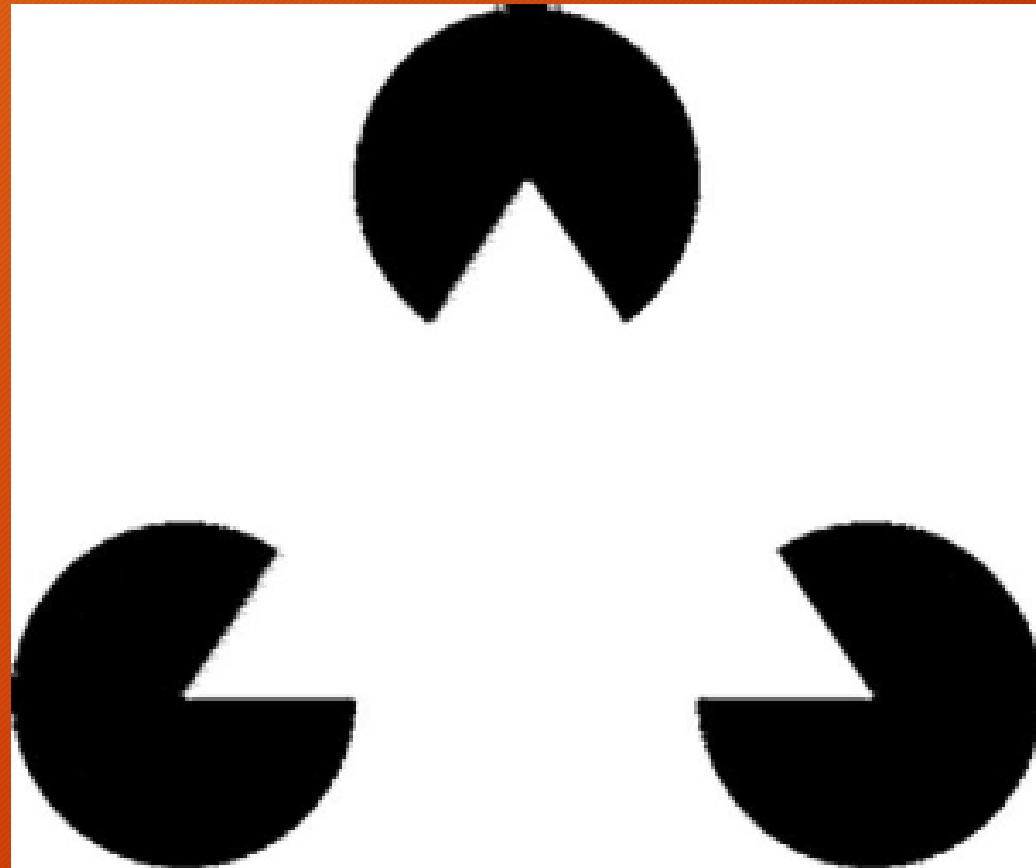
Creating Associations

What associations are being created in our brains based on how we are primed through everyday experiences in our communities, through the news, other forms of media, and people we know?

blue yellow red
purple black

blue yellow red
purple black

Assumptions/Filling the Gaps



Schemas

- Schemas are social: they exist in our classroom environment, language, offices, health systems, etc.
- The unconscious is not just an individual or internal phenomenon
- The unconscious is social and interacting with the environment
- Social categories (race, gender, nationality, religion, sexual orientation, etc.) comprise some of the most powerful schemas operating at the subconscious level
- The environment helps to create and maintain our schemas
- These schemas give rise to implicit bias
- Types of schemas: object, person, social , self,

Schemas and Learning

- What we pay attention to
- How quickly we learn
- Simplify the world
- Allow us to think quickly
- Change how we interpret incoming information
- Resistant to change.
- Hinder learning

Implicit Bias

- Implicit bias is a learned, unconscious attitude, association, belief, feeling, or stereotype that we have in favor of our in-group and likely against people who are in the out-group. It can impact our decisions, actions, and understandings.

The question is not *if* it is happening, it is *when* is it happening and what can we do about it.

Types of Bias

- Affinity
- Perceptions
- Halo Effect
- Confirmation
- Groupthink or Conformity

Implicit Bias Levels & Interactions



Challenging Implicit Biases

<http://workforcediversitynetwork.com>



Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

"eXpand" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives

Challenging Implicit Biases

- **Re-association and stereotype replacement**
- **Refuting and counter-stereotypic imagining**
- **Perspective-taking**
- **Increasing opportunities for positive contact**

Questions

- How does your identity impact recognizing your implicit biases and your work?
- How do your biases impact your work for equity and change?
- What are you doing, or can you do, to recognize your implicit biases and their impacts?

Questions

- How do implicit biases show up in your organization?
- How can you use your knowledge of implicit biases to make change within your organization?
- What is your personal experience with leading change toward equity?