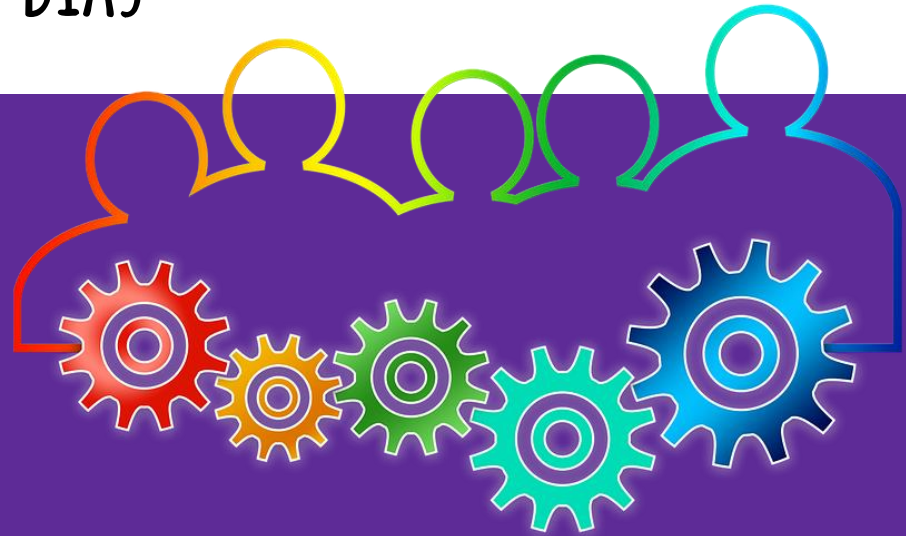


# WHAT IS IMPLICIT BIAS?

## INTRODUCTION TO IMPLICIT BIAS



WELCOME

INTRODUCTION

## Today's Objective

For individuals to be introduced to the idea and definition of implicit bias and how it affects their daily lives.

# COURAGEOUS CONVERSATION CODE

# SHAKE UP

## **Introduce yourself**

**Name, where you work, & what you do...**

What are you looking forward to doing this weekend?

What do you know about implicit bias?

What are you hoping to learn &/or hoping to take away from this workshop?

What do you enjoy most about the work you do?



# IMPLICIT BIAS

Defined by the Kirwan Institute as **attitudes or stereotypes that are activated unconsciously and involuntarily**. They are not the same as biases that a person might try to hide because they're unpopular or socially incorrect. Social scientists believe that implicit biases are learned as young as age 3, and may be fueled by stereotypes perpetuated in the media, or beliefs passed along by parents, peers, and other community members.

# Key Characteristics of Implicit Bias

- **Implicit biases are pervasive**
  - TRUE
- **Implicit and explicit biases are related but distinct mental constructs**
  - TRUE
- **The implicit associations we hold align with our declared beliefs or even reflect stances we would explicitly endorse**
  - FALSE
- **We generally tend to hold implicit biases that favor our own ingroup**
  - TRUE
- **Implicit biases are not malleable**
  - FALSE

# Trudy Bourgeois writes...

In 1995, Doctors Anthony Greenwald and Mahzarin R. Banaji theorized that it was possible that our social behavior was not completely under our conscious control. Advances in neuroscience and other social sciences have helped us to understand that people can consciously believe in equality while simultaneously acting on subconscious prejudices they are not aware of.

[Reading Between the Lines: Uncovering Unconscious Bias](#) Panel, 9/30/09



# STROOP TEST

# READ COLUMNS 1, 2, & 3...

COLUMN 1	COLUMN 2	COLUMN 3
<b>SLB</b>	<b>CFLTK</b>	<b>CFLTK</b>
<b>SPRND</b>	<b>HLMG</b>	<b>CFLTK</b>
<b>SLB</b>	<b>SPRND</b>	<b>SLB</b>
<b>SPRND</b>	<b>HLMG</b>	<b>CFLTK</b>

# READ COLUMNS 1, 2, & 3...

COLUMN 1	COLUMN 2	COLUMN 3
<b>GREEN</b>	<b>BLUE</b>	<b>GREEN</b>
<b>RED</b>	<b>YELLOW</b>	<b>YELLOW</b>
<b>PURPLE</b>	<b>BLUE</b>	<b>RED</b>
<b>GREEN</b>	<b>RED</b>	<b>PURPLE</b>

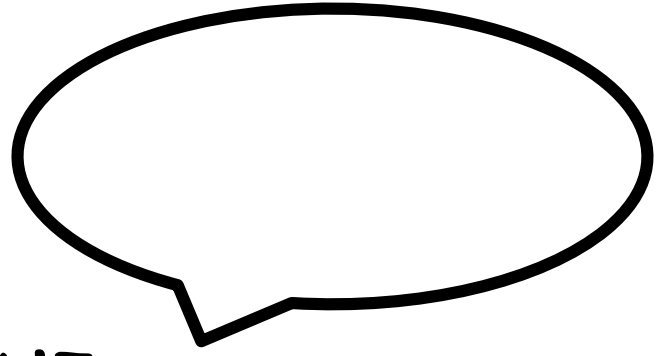
# READ COLUMNS 1, 2, & 3...

COLUMN 1	COLUMN 2	COLUMN 3
<b>RED</b>	<b>GREEN</b>	<b>YELLOW</b>
<b>BLUE</b>	<b>GREEN</b>	<b>BROWN</b>
<b>RED</b>	<b>YELLOW</b>	<b>BLUE</b>
<b>BROWN</b>	<b>BROWN</b>	<b>BLUE</b>



## SMALL GROUP DISCUSSION ON TED TALK

- What did you think of the TED talk?
- What did you agree with, disagree with, or was surprising to you?
- What were your thoughts of the “Flip it to test it”?
- How do the themes in this video relate to the work for equity you want to do in your community?



SHARE OUT

# Mary Ellen Flannery writes...

*But what's important to know about implicit biases is that, once people are made aware of them, those biases can be successfully addressed. "We can mitigate them. We can interrupt them. You can train your mind to catch yourself," said Costello. "It's like breaking a habit, but the first thing you have to do is become aware of the habit."*

From *When Implicit Bias Shapes Teacher Expectations* near Today



# Strategies for Counteracting Implicit Bias

1. Uncover your implicit biases (like the Harvard Implicit Bias Test).

2. Remove emotion and blame. Blaming distracts us from the work we need to do.

3. Be honest with yourself when identifying discrepancies existing between conscious ideals & automatic implicit associations.

4. Meaningfully engage with individuals whose identities differ from your own.

5. Seek out exposure to counter-stereotypical exemplars: individuals who contradict widely held stereotypes.

6. Use photographs and decor that expose individuals to counter-stereotypical exemplars to activate new mental association.

7. Take enough time to carefully process a situation before making a decision.

8. Be part of difficult conversations to process how these things happen in real time.

9. Think institutionally. What policies, procedures and practices could be changed to mitigate unjust bias?

# KEEP LEARNING...GO DEEPER !

## Upcoming Events

### Implicit Bias

- September 24, 12:30-4:30pm
- November 6, 9am-1pm

### Restorative Practices Level 1

- Level 1, October 8, 9:30am-4:30pm
- Level 2, October 15, 9:30am-4:30pm
- Level 1, November 6, 9:30am-4:30pm
- RP Implementation, November 11, 10am-12pm

### Bubbles & Bowties PLC annual event

- September 27, 7-11pm

*To register for these events, please go to PLC  
website [www.peacelearningcenter.org/events](http://www.peacelearningcenter.org/events)  
[JHoran@PeaceLearningCenter.org](mailto:JHoran@PeaceLearningCenter.org)*



# Evaluations & Closing

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