



Implicit Bias Primer

Understanding and Addressing Implicit Bias

Introductions

William Morris, Indiana Legal Services

Hannah Lencheck, Mother Hubbard's Cupboard



Turn To Your Neighbor

Why did you choose this training during MC3?



Objective & Agenda

- Learn the basics of how implicit bias works
- Identify tools to mitigate bias moving forward
- Identify opportunities for continued learning and action





Working Agreements & Parking Lot



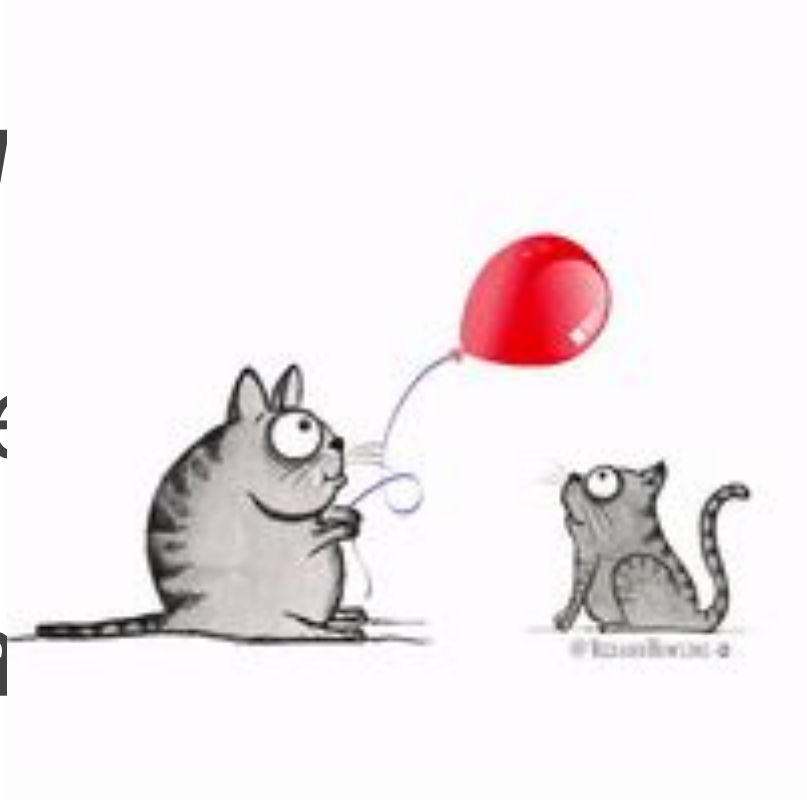
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Bias

Prejudice in favor of or against one thing, person, or group compared with another.


What purpose does bias serve? Where does it come from, or how do we develop it?



What is Implicit Bias?

Defined by the Kirwin 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.





Studying Bias and the IAT (Implicit Association Test)

- 1920's
- 1960's
- 1990's
- Today



For **unpleasant words** and for **African American children's faces**, mark in the circle to the left. For everything else (**pleasant words** and **European American children's faces**) mark in the circle to the right. Start at top left, go from top to bottom doing all items in order, then do the second column. At bottom right, record the elapsed time in seconds.

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Stereotyping

Stereotype: generalization of a group that is treated like an inherent characteristic that every person in this group is presumed to have. Stereotypes create a racial profile of the group that forms a backdrop or a frame of reference that informs our conscious or unconscious thinking.

(Cameron-Wedding)



Colorblindness

Colorblindness: Colorblindness ideologies condition us to not be aware of and therefore make us unable to critique our implicit racial biases. Colorblind ideologies assert that “we are all on a level playing field” and “race doesn’t matter.”

(Cameron-Wedding)



Turn To Your Neighbor

- Would you be willing to take IAT tests? Why or why not?
- Can you identify any instances of implicit bias, stereotyping, or colorblindness that take place within your organization?



Gatekeeping and Discretionary Decision-making

Someone who controls access. This person is often a decision-maker within an institution, and can perpetuate power dynamics or can be an agent of change.

Gatekeeping

Decisions made that do not reflect an official policy. Decisions where individuals have the power to make a call based on their own judgement.

**Discretionary
Decision-making**



Gatekeeping In Our Lives and Work


- In what ways are you a gatekeeper or discretionary decision-maker?
 - In individual interactions
 - Reflected in informal or formal practices
 - Codified in policies
 - In the larger community context




Tools and Interventions

“Awareness [of implicit bias] alone is insufficient.”
-Harvard Business Review

Individual/Interpersonal

- Use tools such as the Implicit Association Test to uncover you implicit biases.
 - Remove emotion and blame. Blaming yourself distracts you from the work. Meaningfully engage with individuals whose identities differ from your own. Getting to know people on a real, personal level allows for new associations.
 - Mindfulness: bias is embedded in impulsive action
 - Critical thinking
 - Get a second opinion
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Policies and Practices

- Audit organizational power structures
 - Include people experiencing inequity and those most affected in policy and decision making, or analysis
 - Discuss accountability both among staff and the community
 - Behavioral Design/Environment Change
 - Creation of safe, stable, nurturing relationships and environments (SSNREs)
 - Audit human resources and programming for discretionary decision making points
 - Prioritize equity beyond just trainings
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Turn To Your Neighbor

- How might you use the tools and interventions going forward?

- What tools would you like to learn more about?



Follow Up and Moving Forward

- This is an introductory training, but there are opportunities for full-length trainings → Sign in on the clipboard for more details!
- Evaluation



Bibliography

Bibliography

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Banaji, Mahzarin R. and Greenwald, Anthony G. *Blindspot: Hidden Biases of Good People*. New York: Delacorte Press, 2013.

Cameron-Wedding, R., (2017, July 13). *Implicit Bias. Impact on Decision-Making*. Implicit Bias Training Institute.

The Peace Learning Center., (2018, February and March) *Analyzing Implicit Bias: What's Hidden Within*

Project Implicit. "About the IAT." *Project Implicit*. 2011, website.

Other Resources

Hidden Brain Podcast, *In The Air We Breathe*. June 5, 2017.

On Being with Krista Tippett Podcast, *Patrisse Cullors and Robert Ross - The Spiritual Work of Black Lives Matter*. May 25, 2017.

