

# Understanding Implicit Bias



# Presentation Roadmap

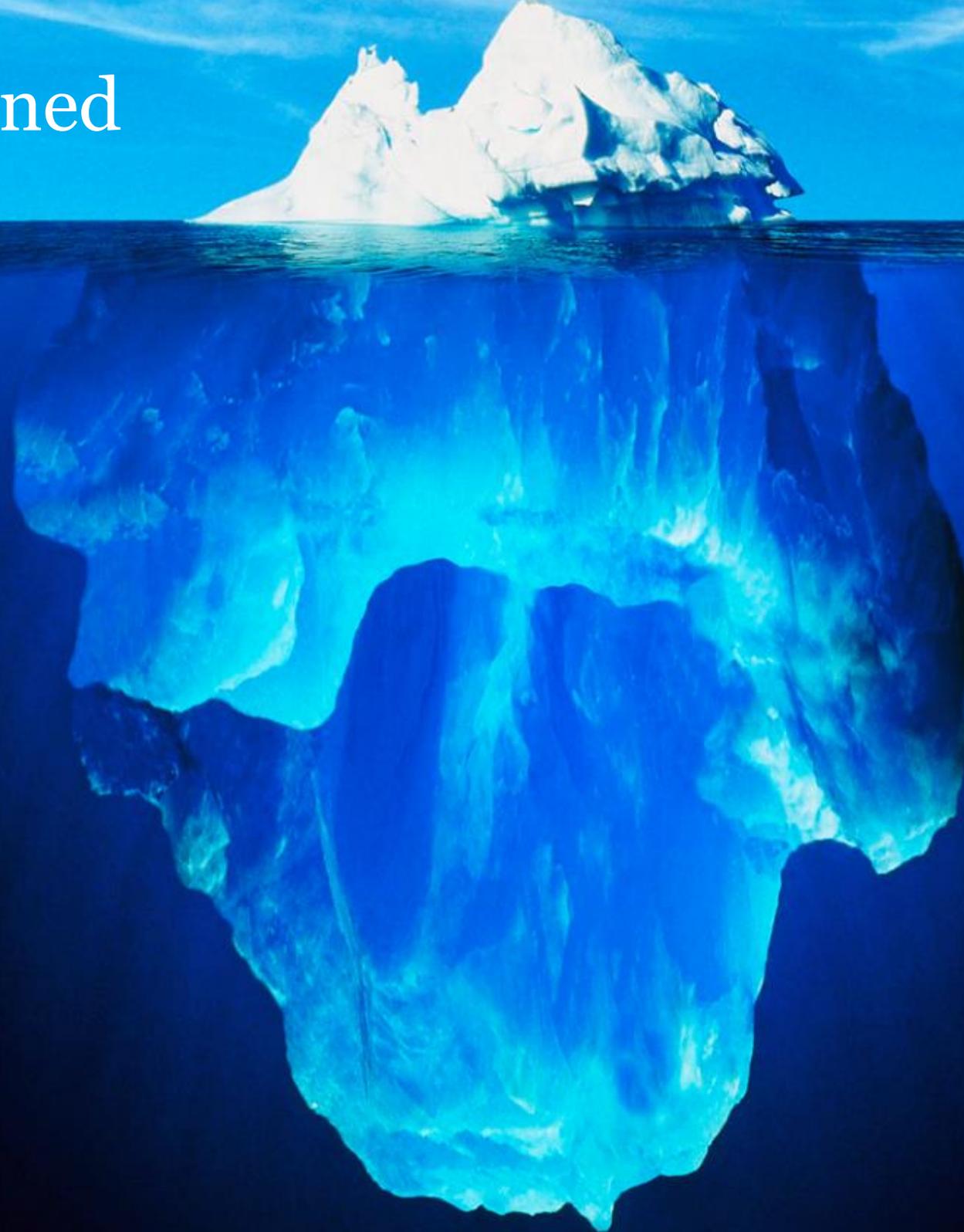
1. Understand what implicit bias means and how it may influence your decisions.
2. Impact bias has on incarceration rates, higher education and youth in care.
3. Discuss strategies to effectively address bias.
4. Discuss the Implicit Association Tool (IAT) and how it can be used for self-reflection and a measure for effective decision making.

# What is the Matrix?

- ▶ When you are in the matrix, you don't know you are in there. You just happily walk along thinking everything is ok until someone comes along and pulls out the plug and disconnects you from the mainframe.
- ▶ So the question becomes, do you want to take the blue pill or the red pill?



# Implicit Bias Defined



# Implicit Bias Defined

- ▶ im•plic•it bi•as /im `plisit `bīas/ : The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- ▶ Sometimes called unconscious bias, happens when we allow our own attitudes, feelings, stereotypes, or beliefs to impact our judgment or understanding of other people.
- ▶ Can also be based on height, weight, marital status, children, disability, political affiliations, college attendance, etc.

# Explicit bias

Expressed directly

Aware of bias

Operates consciously

Example -- "I like whites more than Latinos."

# Implicit bias

Expressed indirectly

Unaware of bias

Operates sub-consciously

Example -- sitting further away from a Latino than a white individual.

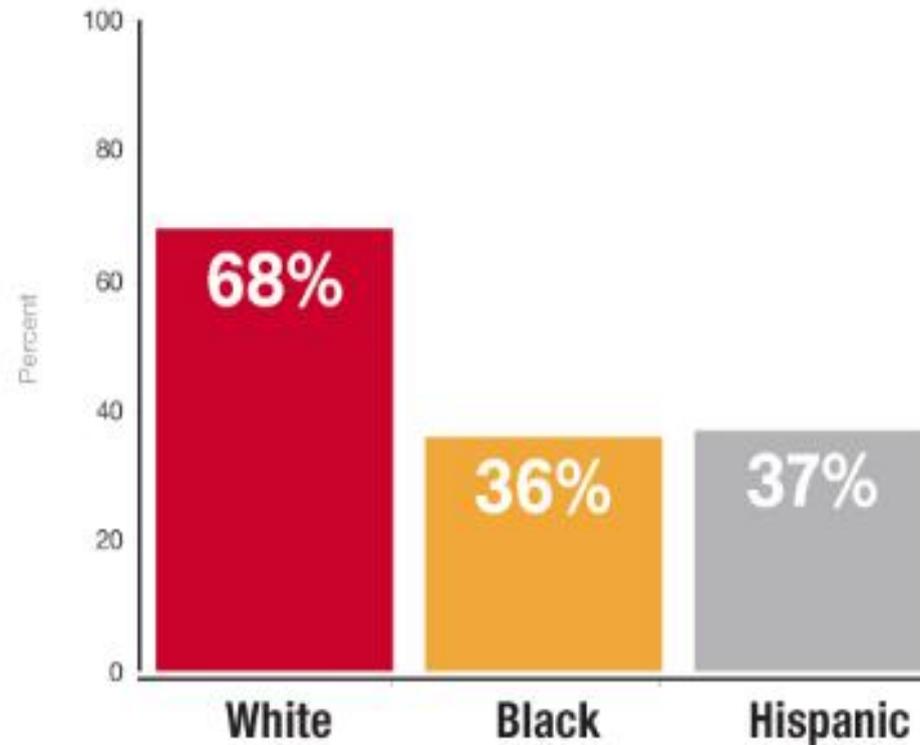
Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?



*"That's an excellent suggestion, Miss Triggs. Perhaps one of the men here would like to make it."*

# The people you socialize with are all or mostly the same race as you.

Americans age 18-34



SOURCE: CNN/Kaiser Family Foundation Poll, Aug.- Oct. 2015

Sampling error: +/-12%

Experts say implicit bias starts when we're very young and is reinforced in social settings and mass media

# Reflection Activity – Assessing Implicit Bias

- ▶ What are people's first impressions (or stereotypes) of you when they first meet or interact with you?

When people first meet or interact with me,  
I think they believe that \_\_\_\_\_.

But the truth is \_\_\_\_\_.

# Implicit Bias In Foster Care and Education

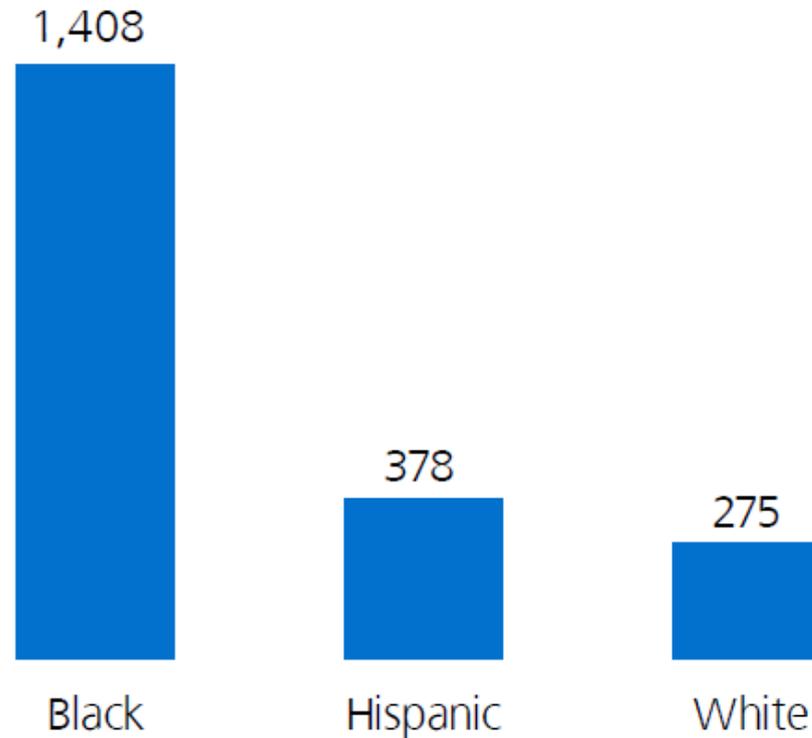
- ▶ Students of certain groups may be expected to have certain participation styles (quiet, argumentative, agenda-oriented).
- ▶ Instructors may expect students who speak with certain accents to be poor writers.
- ▶ Students with substandard writing abilities may be stereotyped as lacking intellectual ability.
- ▶ Instructors might treat students with physical disabilities as if they may also have mental disabilities, and thus require more attention.

# Implicit Bias In Foster Care and Incarceration

- ▶ There is evidence that racial prejudice exerts a large, negative impact on punishment preferences among whites but much less so for blacks.
- ▶ Assumptions by key decision makers influence outcomes in a biased manner.
- ▶ Survey data found that regardless of respondents' race, respondents associated African Americans with terms such as “dangerous,” “aggressive,” “violent,” and “criminal.”
- ▶ Media portrayals about crime have a tendency to distort crime disproportionately by race.

# Implicit Bias In Foster Care and Incarceration

Figure 1. Average rate of incarceration by race and ethnicity, per 100,000 population

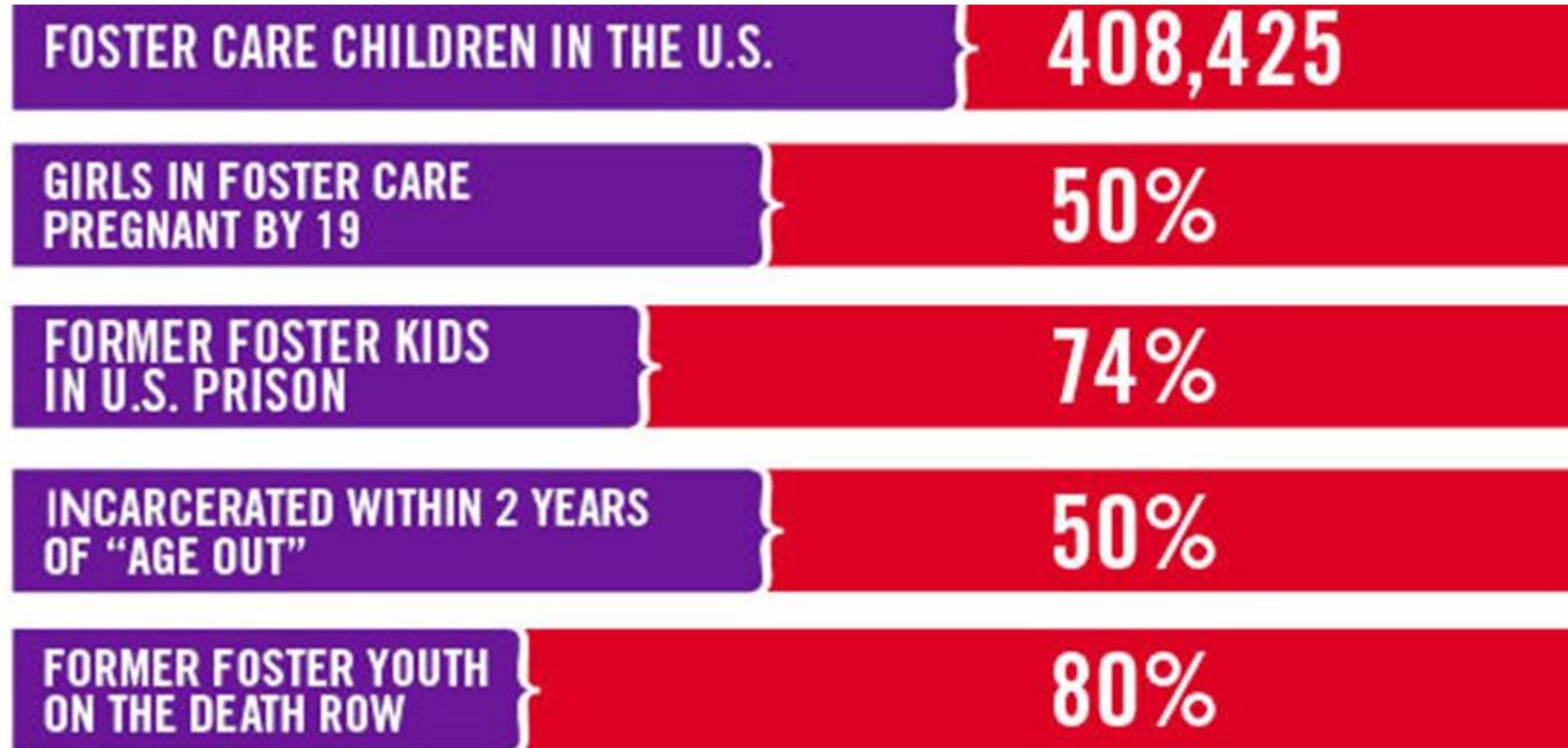


Data source: United States Department of Justice. Office of Justice Programs. Bureau of Justice Statistics. National Prisoner Statistics, 1978-2014. Bibliographic Citation: ICPSR36281-v1. Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor], 2015-10-09; U.S. Census Bureau (2013). *2013 Population Estimates*. Annual estimates of resident population by sex, race, and Hispanic origin for the United States, states and counties: April 1, 2010 to July 1, 2013. Washington, DC: U.S. Census Bureau.

# Implicit Bias In Foster Care and Incarceration

- ▶ In 2017-2018, there were 7,405 school related arrests and 4,672 referrals to law enforcement which resulted in an alternative to arrest.
- ▶ Total: 12,077 students with police involvement out of FL schools.
- ▶ 307 children under the age of 11 were arrested.
- ▶ 2,035 school-based referrals to law enforcement of children who were never arrested before.
- ▶ 1) Jefferson; 2) Hamilton; 3) Liberty; 4) Okeechobee; 5) Highlands; 6) Suwanee; 7) Holmes; 8) Volusia; 9) Levy; 10) Marion

# Implicit Bias In Foster Care and Incarceration



\* Statistics provided by the US Administration for Children and Families, the US Department of Justice, the Casey Foundation

# Implicit Bias Impacting LGBTQ+ Youth

## Case Study

Ebony feels out of place arriving for her neurology appointment because the medical assistant addressed her as “sir” when checking in for her appointment, an experience that is common due to her short hair, but always upsetting. While in the waiting room, she overhears staff behind the counter talking about someone they know who grew up in a “bad, hood area,” but later married into a “really good family.” Ebony becomes even more distraught because the neighborhood the staff is discussing is near where she lives.

# Implicit Bias Impacting LGBTQ+ Youth

## Case Study

What could have been done to prevent this situation?

# Implicit Bias Impacting LGBTQ+ Youth

## Case Study

What could have been done to prevent this situation?

Use gender-neutral terms and to always speak respectfully, as comments may easily be overheard.

Instead of...	Use...
How can I help you, sir/ma'am/miss?	How can I help you?
How are you guys/girls?	How are you all doing? How is everyone?
Can you ask him if he's checked in?	Can you ask if they've checked in? Can you ask if the patient has checked in?
Thank you, dear/honey.	Thank you.

# Implicit Bias Impacting LGBTQ+ Youth: Best Practices

- ▶ Build Rapport.
- ▶ Be a visible Ally.
- ▶ Talk about LGBTQ issues with your youth.
- ▶ What to do if a youth comes out to you?
- ▶ Be supportive. Listen.
- ▶ Thank them for trusting you.
- ▶ Do not assume their problems are related to their sexual orientation or gender identify.

# How Can We Learn to Recognize Our Unconscious Biases?

- EDUCATION**
  - Awareness
  - Mindfulness
- EXPOSURE**
  - Contact
  - Positive exemplars
  - Environment
- APPROACH**
  - Higher level processing, e.g., writing
  - Reduced cognitive load
  - Checklists
  - Procedural / organizational changes

# How Can We Learn to Recognize Our Unconscious Biases?

## EDUCATION

- Awareness
- Mindfulness

- ▶ Become aware of individual perceptions, stereotypes and their impact on decision making.
- ▶ Be aware and remain mindful; intuition and implicit responses are valuable but some decisions require a more explicit kind of thinking.
- ▶ Implicit bias can be limited by allowing more time to consider decisions - A stare, not a blink approach.
- ▶ Take and consider IAT results.

# How Can We Learn to Recognize Our Unconscious Biases?

“A principal mechanism for psychological change is the ‘social contact hypothesis,’ which suggests that prejudice and stereotypes can be reduced by face to face interaction between groups. [Kang & Banaji, Fiske & Gilbert, Asgari, Dasgupta & Asgari]

## EXPOSURE

- Contact
- Positive exemplars
- Environment

- ▶ Make contact with positive, diverse colleagues and practice taking the “other” perspective, i.e., male nurses, female scientists, others who defy stereotypes.
- ▶ Engage in courageous conversations to increase knowledge and address negative perceptions, stereotypes and attitudes.
- ▶ All contribute to decreasing implicitly biased response.

# How Can We Learn to Recognize Our Unconscious Biases?

- ▶ Using checklists encourage less biased decisions providing an objective framework, i.e., data collection.
- ▶ Use procedural changes to disrupt the link between implicit bias and discriminatory behavior through changed procedures.

## APPROACH

- Higher level processing, e.g., writing
- Reduced cognitive load
- Procedural / organizational changes
- Checklists

# Taking the Red Pill: The Implicit Association Test (IAT)

- ▶ The IAT measures the relative strength of associations between pairs of concepts, i.e., attitudes and beliefs.
- ▶ Examines social attitudes using reaction time measures by assessing implicit associations using two or more concepts.
- ▶ Example: Pairing flower types, e.g., orchid, daffodil, tulip with “+” words, e.g., pleasure, happy, cheer.
- ▶ Research suggests that this conscious awareness of one’s own implicit bias is a critical first step for counteracting that influence.

# IAT Website



**The study will begin in a separate window when you click below.**

1. For best results, minimize distractions and close other programs.
2. The study uses a pop-up window and a temporary cookie. JavaScript must be enabled for the pop-up window to appear.
3. Problems? See [technical support information](#) or [contact us](#).

**Do not exit this page. Doing so will automatically end the study.**



**See the green checkmark? [Click Here to Begin.](#)**

If not, click [here](#).

# Test Yourself for Hidden Bias

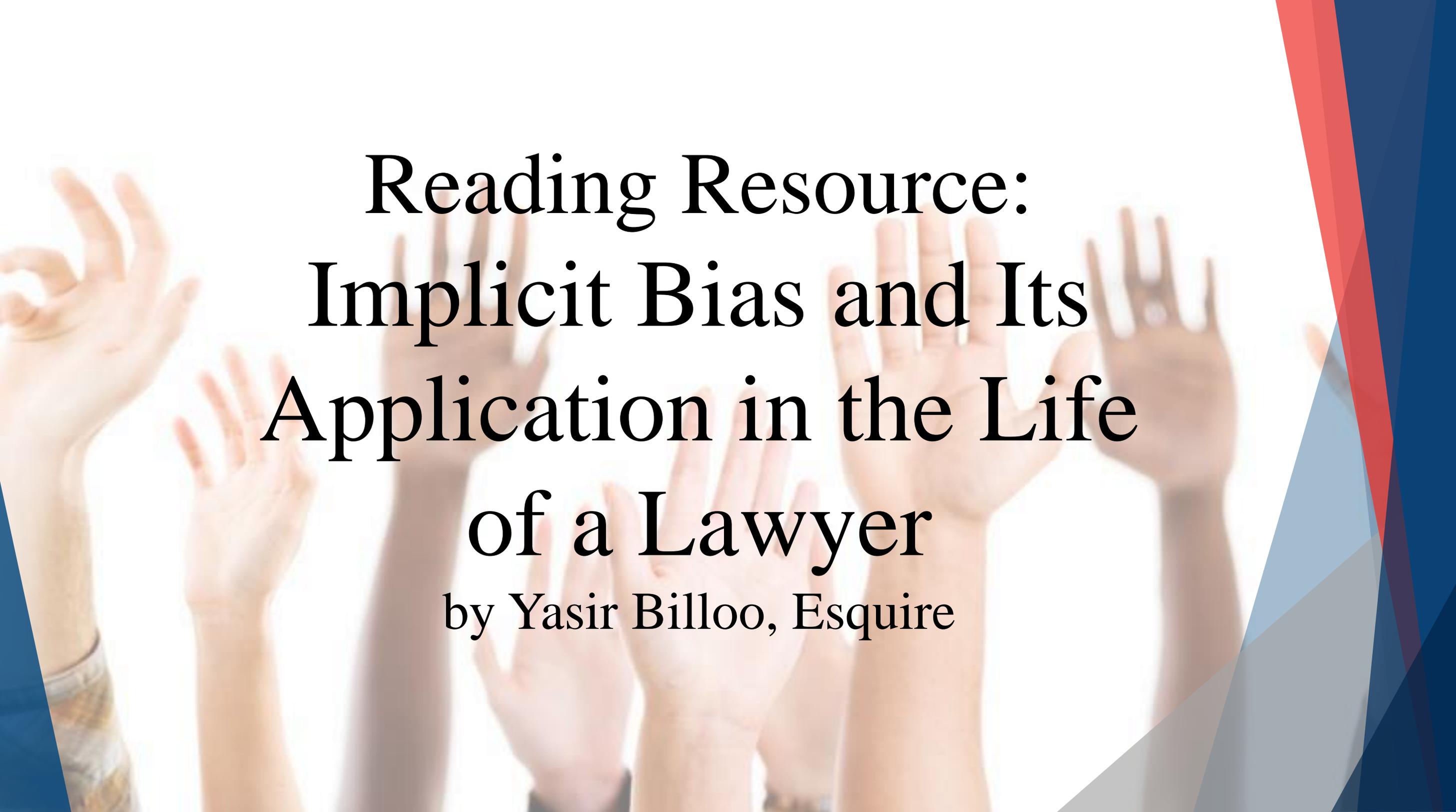


Psychologists at Harvard, the University of Virginia and the University of Washington created "Project Implicit" to develop Hidden Bias Tests—called Implicit Association Tests, or IATs, in the academic world—to measure unconscious bias.

<https://implicit.harvard.edu/implicit/>

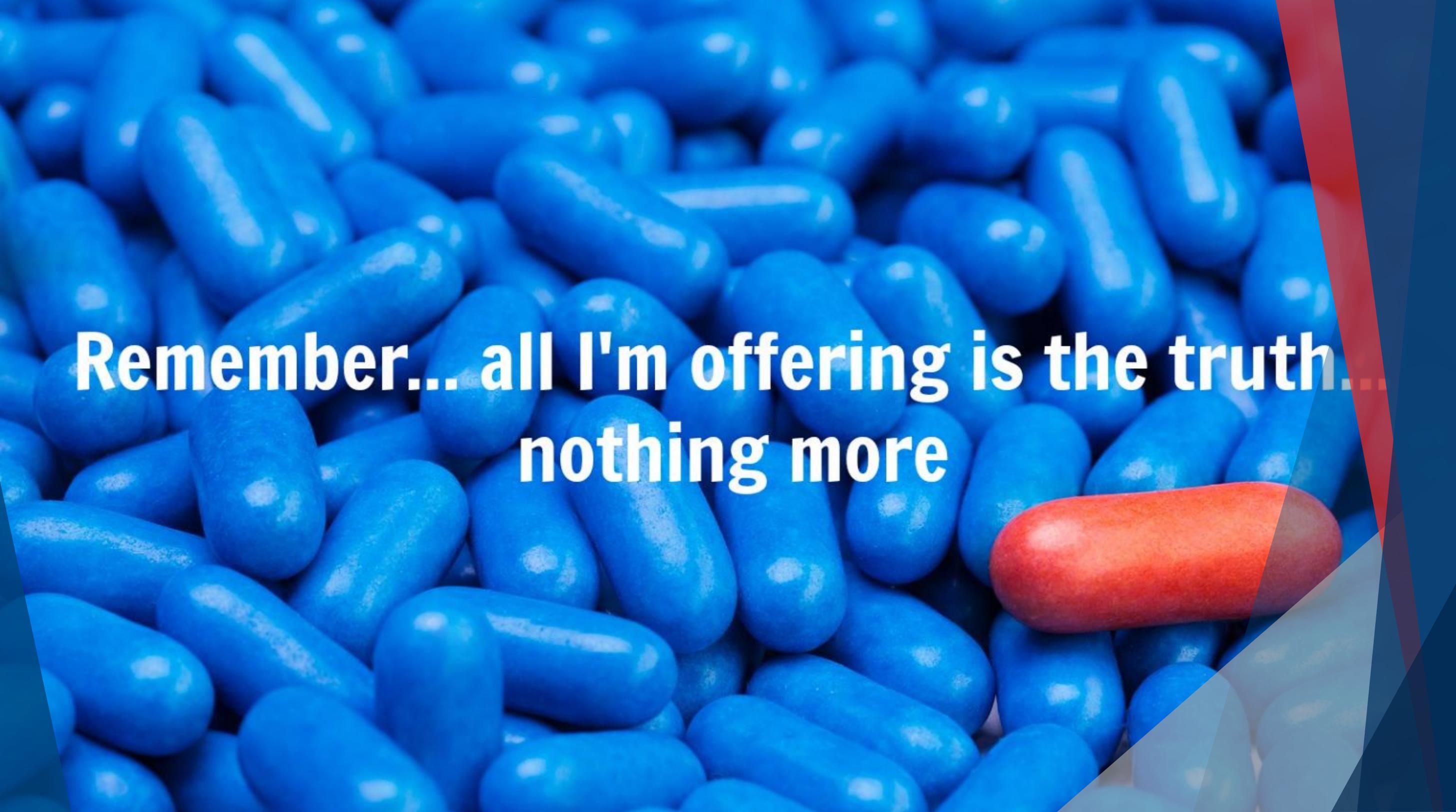
Questions?



The background features a blurred image of several hands raised in the air, suggesting a group or audience. On the right side, there are overlapping geometric shapes in shades of blue and red, creating a modern, abstract design.

# Reading Resource: Implicit Bias and Its Application in the Life of a Lawyer

by Yasir Billoo, Esquire

A close-up photograph of a large quantity of blue, oval-shaped capsules. One red capsule is positioned in the lower right foreground, standing out from the rest. The background is filled with the blue capsules, creating a dense, textured field. The lighting is bright, highlighting the glossy surface of the capsules. On the right side of the image, there are several overlapping geometric shapes in shades of red, blue, and grey, which appear to be part of a graphic design or overlay.

**Remember... all I'm offering is the truth...  
nothing more**



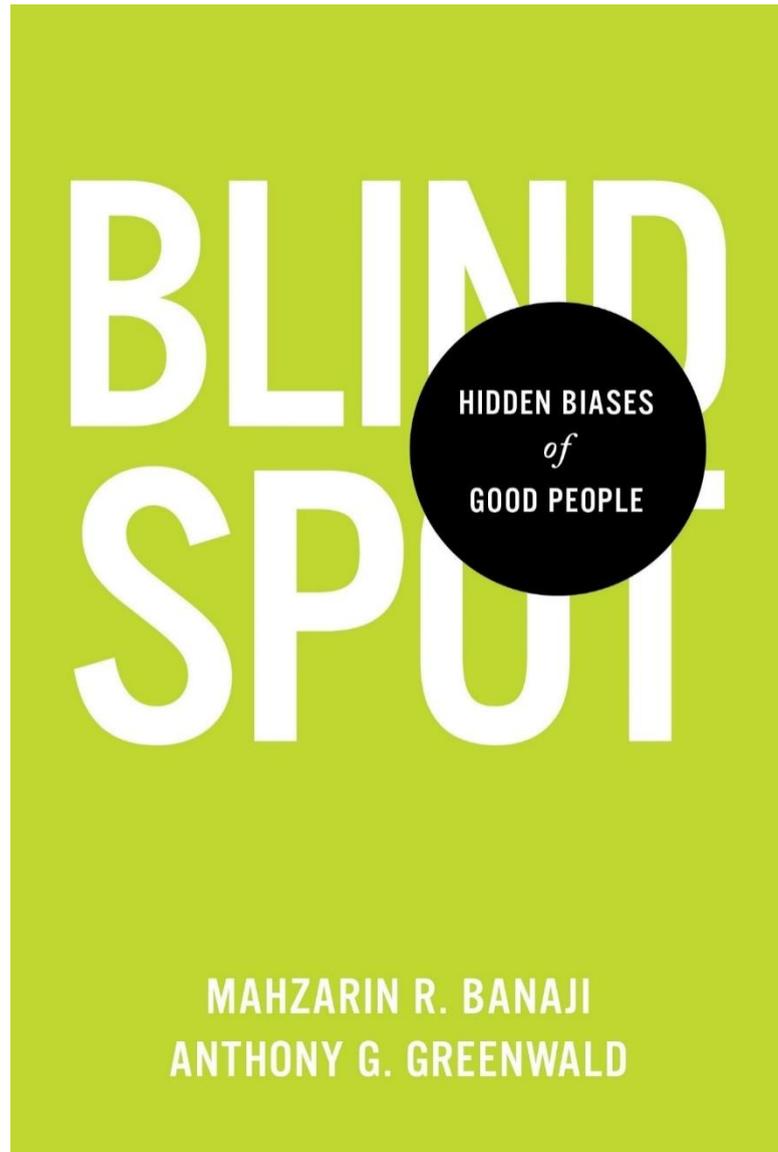
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# Implicit Bias Defined



- ▶ Project Implicit was founded as a multi-university research collaboration in 1998 (University of Washington, Harvard University, University of Virginia).
- ▶ Fosters dissemination and application of implicit social cognition research.
- ▶ Examining the “automatic pilot” that drives our thoughts and actions.