

# Poverty Reduction Workgroup

## CONFRONTING IMPLICIT BIAS AND STEREOTYPE THREAT TO ACHIEVE EQUITY

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# Explicit vs. Implicit Bias

## 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: CSI  
Center for  
Social  
Inclusion

# A Common Language

**Stereotype** – a generalization about a group in which identical characteristics are assigned to all members of the group, regardless of actual variation among the members.

**Prejudice** – a positive or negative attitude, judgment or feeling about a person that is generalized from attitudes or beliefs (stereotypes) held about the group to which the person belongs.

**Discrimination** – negative or positive behavior towards someone based on positive or negative attitudes one holds toward the group to which that person belongs; it's the behavioral manifestation of prejudice (e.g., job opportunities, legislation, loan interest rates).

# A Common Language

**Implicit Bias** - varying degrees of stereotyping, prejudice, and/or discrimination below conscious awareness in a manner that benefits oneself or one's group; involves a limited or distorted perception of others.

# Associations and Implicit Bias

Video about mental associations and implicit bias

# Our Brain is Very Efficient

I couldn't believe that I could accurately understand what I was reading. The phenomenal power of the human mind! According to a research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place. The rest can be a total mess and you can still read it without a problem. This is because the human mind does not read every letter by itself, but the word as a whole. Amazing huh?

# The Awareness Test

Video regarding how are brain can be prompted to ignore some information while concentrating on other tasks.

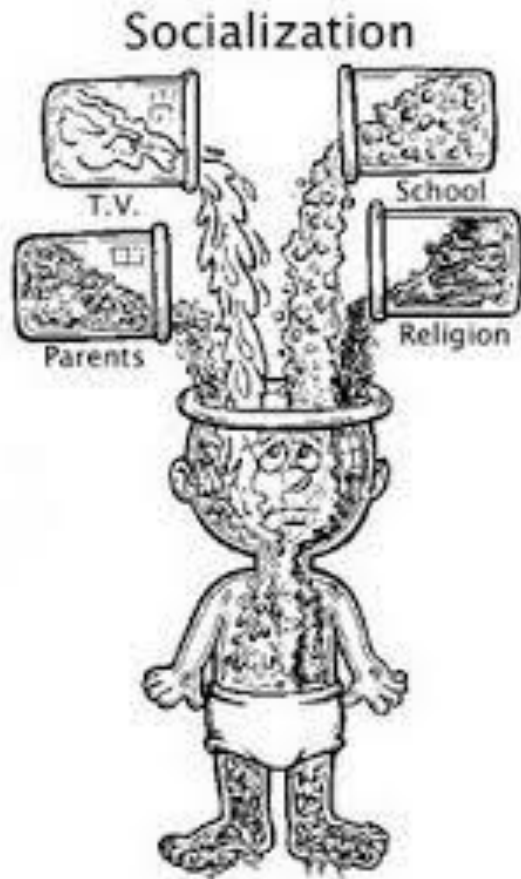
# The Science of Mirror Neurons



The  
conflict  
of racism  
and  
empathy



# Where Does Our Implicit Bias Come From?

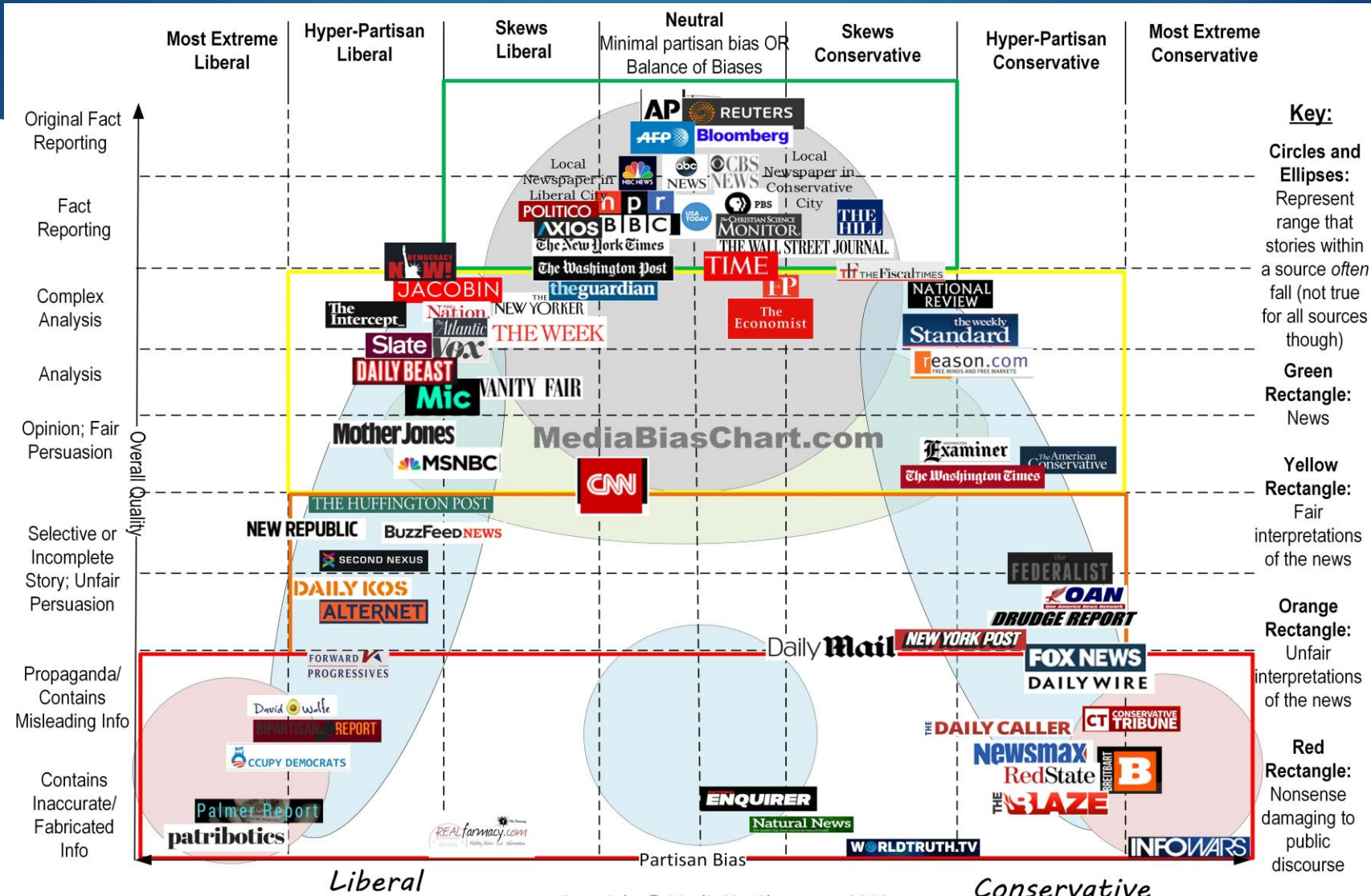


**BIAS IN**



**BIAS OUT**

# Is the Media Biased?



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# Framing the Narrative



**AFP** AFP/Getty 3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after

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A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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# Our Unconscious Minds Are Not Colorblind

## Symbolic Racism

The use of images, code words and metaphors that implicitly signal race

Symbols  
trigger  
unconscious  
racism

## Implicit Bias

Unconscious bias developed through networks of association on race

# What Would You Do?

Video from “What Would You Do” about bike thief

# Table Discussion

1. How did preference for “white” play out in this scenario? How is that an advantage (when seeking services, assistance, an opportunity)?
2. Imagine you are an African American male like the second subject. How might anti-black bias impact you?
  - ▶ In seeking employment
  - ▶ In seeking housing
  - ▶ In education
  - ▶ In financial mobility

# Debiasing Strategies

Accountability

Hanging Out

Creating  
Equity  
Structures

Slow Down

# Accountability

A sense of accountability can decrease the influence of bias (Kang, et al., 2012; Reskin, 2005).

Audit and collect data on what is important.  
Review your process - How is implicit bias thwarting your commitment to racial equity?



# Equity Building Processes

- ❑ Changing the status quo requires intentional and impactful strategies and processes.
- ❑ Racial Equity Toolkit
- ❑ The symphony hiring process
- ❑ Question valuing efficiency over equitable outcomes

# Hang Out Together

- People hire people like them, so what will you do differently?.
- Being around people of different races, makes a difference.
- Racial anxiety can be reduced by acknowledging one's anxiety

# Slow Down and Eat Breakfast

Implicit Bias is our autopilot - spontaneous judgments can provoke reliance on stereotypes and our implicit bias.

Our bias creeps in when we are tired, hungry or stressed.