Poverty Reduction Workgroup

CONFRONTING IMPLICIT BIAS AND STEREOTYPE THREAT TO ACHIEVE EQUITY

Patricia Lally
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 negatively 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).
 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 canuolt blveiee taht I cluod aulacilty uesdnatnrd waht I was rdgnieg. The phaonmneal pweor of the hmuan mnid! Aodccrnicg to a rscheearch at Cmabrigde Uinervtisy, it dnsoe't mtaer in waht oredr the Itteers in a wrod are, the olny iprmoatnt tihng is taht the frist and Isat Itteer be in the rghit pclae. The rset can be a taotl mses and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the hmuan mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe. Azmanig huh?
The Awareness Test

Video regarding how the 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?

Key:
- Circles and Ellipses: Represent range that stories within a source often fall (not true for all sources though).
- Green Rectangle: News
- Yellow Rectangle: Fair interpretations of the news
- Orange Rectangle: Unfair interpretations of the news
- Red Rectangle: Nonsense damaging to public discourse

Is the Media Biased?
Framing the Narrative
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
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?
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
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.