Are You Your Implicit Bias?
Introduction

What is the underlying issue in the photos?

“I thought outside the box. Now they won’t let me back inside!”
# Objectives & Agenda

**Objectives**
- Understand the depth of the problem with implicit bias
- Understand the 9 de-biasing techniques
- Understand how implicit bias & discrimination can be eliminated

**Non-Objective**
- Make you an expert on Implicit Bias
- De-bias you

**Agenda**
- Demographics
- 6 Key Concepts
- Manifestations of Implicit Bias – including in your own
- Forms/Types of Implicit Bias
- Eliminating Bias & Discrimination
- Wrap-up
- Homework
Current NH Demographics By Age/Gender
Current NH Demographics By Race and Ethnicity

Percentage of the total population.
Scope: population of the United States and New Hampshire

Percentage of Population by Racial or Ethnic Group
Estimates for 2014-2018, Hispanic Origin Included in Racial Groups

- Black or African American
- Asian
- Hispanic or Latino, of Any Race

Note: Margins of Error represent 90 percent confidence intervals
Source: U.S. Census Bureau, American Community Survey, 2014-2018
6 Key Concepts

- Race
- Gender
- Diversity
- Equity
- "isms"
- Structural/Systemic Discrimination
What is Race?

• Q: What word or phrase comes to mind after viewing this video?

VOX – “The myth of race, debunked in 3 minutes
https://www.youtube.com/watch?v=VnfKgffCZ7U
Gender

**Stereotypes**

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dominant</td>
<td>Submissive</td>
</tr>
<tr>
<td>Independent</td>
<td>Dependent</td>
</tr>
<tr>
<td>Intelligent</td>
<td>Unintelligent</td>
</tr>
<tr>
<td>Rational</td>
<td>Emotional</td>
</tr>
<tr>
<td>Assertive</td>
<td>Receptive</td>
</tr>
<tr>
<td>Analytical</td>
<td>Intuitive</td>
</tr>
<tr>
<td>Strong</td>
<td>Weak</td>
</tr>
<tr>
<td>Brave</td>
<td>Timid</td>
</tr>
<tr>
<td>Ambitious</td>
<td>Content</td>
</tr>
<tr>
<td>Active</td>
<td>Passive</td>
</tr>
<tr>
<td>Competitive</td>
<td>Cooperative</td>
</tr>
<tr>
<td>Insensitive</td>
<td>Sensitive</td>
</tr>
</tbody>
</table>

**Continuum**

- **SEX**
  - Male
  - Female
  - Intersex
  - Female

- **GENDER IDENTITY**
  - Man/Boy
  - Transgender/Genderqueer
  - Woman/girl
  - Two-spirited/etc.

- **GENDER EXPRESSION**
  - Masculine
  - Androgynous
  - Feminine

- **SEXUAL ORIENTATION**
  - Attracted to women
  - Attracted to all/both/none
  - Attracted to men
Diversity

Diversity is counting, and inclusion is cultivating... Diversity is being invited to the party, but inclusion is being asked to dance.”

VOL. 37, NO. 4
ABA Bar Leader
“Beyond diversity: The bar leader’s role in fostering inclusion”
Equality Vs. Equity
Imagine...

"isms"

Structural/ Systemic Discrimination

White Privilege

Unconscious Implicit Bias

Microaggressions

Discrimination

Prejudice

Stereotype

Generalization: The process of formulating general concepts by abstracting common properties of instances

Using our power to reinforce our discrimination and prejudice in the institutions and groups to which we belong.

taking an action on our prejudice

an incomplete or distorted picture in our head

a value judgment based on our feelings associated with the stereotype
“Culture is how our bodies retain and re-enact history through the foods we eat; the stories we tell; the things that hold meaning for us; the images that move us...Change culture and you change lives.... Social activism is necessary for changing the world in productive ways.”
— Resmaa Menakem

Structural/Systemic Discrimination

Cultural

Institutional

Best Practices/Policies/Procedures

Legal

State*

Local
The Cause of Discrimination...
Unconscious Cognitive Implicit Bias

https://www.youtube.com/watch?v=KCgIRGKAfbc
Examples of Implicit Bias on Individuals
Interpersonal Examples of Implicit Bias

Cases and deaths by race/ethnicity

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Percentage of population</th>
<th>Percentage of cases</th>
<th>Percentage of deaths</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black or African American alone</td>
<td>1%</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>Hispanic or Latino *</td>
<td>4%</td>
<td>13%</td>
<td>3%</td>
</tr>
<tr>
<td>Asian alone</td>
<td>3%</td>
<td>3%</td>
<td>&lt; 1%</td>
</tr>
<tr>
<td>Native Hawaiian and Pacific Islander alone</td>
<td>&lt;1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>American Indian or Alaska Native alone</td>
<td>&lt;1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White alone</td>
<td>90%</td>
<td>74%</td>
<td>94%</td>
</tr>
<tr>
<td>Some other race alone</td>
<td>&lt;1%</td>
<td>4%</td>
<td>&lt; 1%</td>
</tr>
</tbody>
</table>

- Discrimination in every day life & the emotional toll it takes
- Special fear of life when pulled over by police – regardless of agency
Examples of Implicit Bias on Organizations (Employment Cycle)
Understand Your Own Biases (Breakout)

• When and how did you first become aware that there was such a thing as racial/ethnic differences, and that people were treated differently on the basis of those differences?

• Growing up, what contact did you have with people whose racial and ethnic heritage was different from your own?
5 Minute Break
Types of Implicit Biases

Decision-making, Belief, and Behavioral/Confirmational (125+)
- Automation bias
- Bias blind spot
- Dunning–Kruger effect
- Stereotyping
- Zero-sum bias

Social /Attributional (220+)
- Group attribution error
- In-group/Affinity
- Puritanical bias

Memory Errors (40+)
- Consistency bias
- Cross-race effect
- Stereotypical bias
Bias Impact Context

- Information Overload
- Feelings Over Facts
- Need for Speed
- What to remember

The Cognitive Bias Codex: A Visual Of 180+ Cognitive Biases
Eliminating Bias & Discrimination

How we think

How we behave

Mindset

Actions

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How We Think

Which are You?
Types of De-Biasing Techniques

Counterstereotype Training
- Dasgupta and Asagari (2004)

Negation

Perspective-taking

Meditation/Lovingkindness meditation (LKM)

Implicit bias workshops
- like the one we offer
Critical Thinking/Decision-Making

Critical Thinking Flow Chart

What do I know?
About the situation -- Past experience -- Relevant knowledge

How do I know?
Reliability of sources -- Assumptions -- Personal biases

What is important?
Priority issue(s) -- Short-term & long-term goals

What is missing?
From known information -- From my understanding of the situation

What is my plan of action?
What are the next steps to take?

How did I do?
What went well? -- What could be improved upon? -- What did I learn?
How We Behave

Eliminating Discrimination

Communication

Difficult Conversations

Steps in Criminal Justice

Empathy
- Rapport
- Affinity
- Compassion

EQ

Equity Lens

Overview of the criminal process

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Emotional Intelligence

- Critical in understanding and dealing with diversity is **Emotional intelligence**
- The ability to manage your own **emotions**, as well as the **emotions** of others.
  - Self (our own feelings and how they impact our perceptions and behavior - aka Implicit Bias) “How do I feel?”
  - Others (the feelings of others and why they behave the way they behave - aka empathy) “Put yourself in their shoes.”
Understanding Communication Basics

Shannon and Weaver Model

Dr. Albert Mehrabian’s 7-38-55 Rule of Personal Communication
Rules for Difficult Conversations

- Who’s right?
- What was the intent?
- Who’s to blame?
- Uncontrollable urge
- Am I competent?
- Am I a good person?
- Am I worthy of love?

What happened
Feelings
Way forward: Shift to a learning stance
Identify

- Have your feelings or they will have you!
- Not who’s right - understand each other’s story
- Don’t assume they meant it - disentangle intent from impact
- Abandon blame

Difficult Conversations by Douglas Stone, Bruce Patton, & Sheila Heen
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Criminal Justice Process

Pulling It All Together

Justice mindful of an equity lens
Seeing Through an Equity Lens (Breakout)

- What decision is being made?
- Who is at the table?
- How is the decision being made?
- What assumptions are at the foundation of the issue?
- What is likely impact?
- What is your decision?
Wrap-up

What will you do?

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Homework Assignment

• Record an example of microaggression and what caused it to happen
• Record an example of where you observed/experienced white privilege
• Record an example of discrimination in an institution or organization
• Record an example of discrimination through culture
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