Are You Your Implicit Bias?

James McKim

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Introduction

"I thought outside the box. Now they won't let me back inside!"

What is the underlying issue in the photos?

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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

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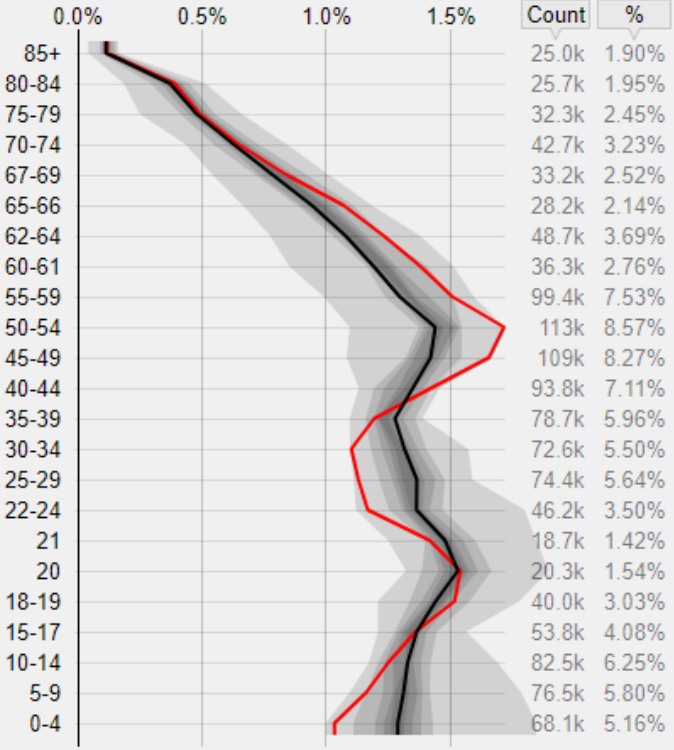
Current NH Demographics By Age/Gender

Percentage in each age cohort per year of age.[1] Gray areas represent percentile bands from the states.

Scope: population of the United States, New Hampshire, and other states

New Hampshire — United States

Percentile: 0th - 100th, 10th - 90th, 20th - 80th, 30th - 70th, 40th - 60th



Count *number of people in age cohort*

% *age cohort as a percentage of the total population*

[1] *normalized with respect to the number of years in each interval*

Percentage in each age cohort per year of age.[1]

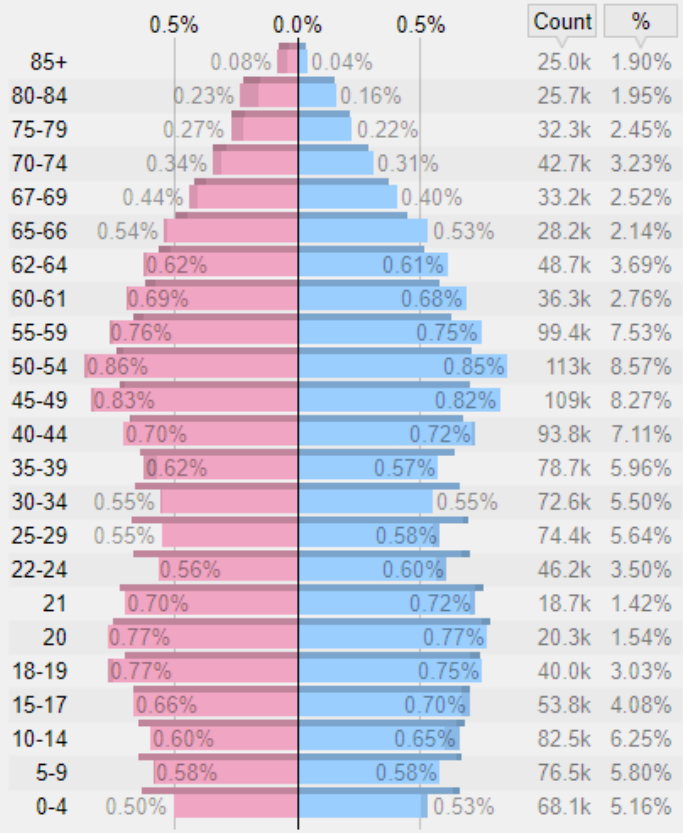
Scope: population of the United States and New Hampshire

Female | Male

United States

New Hampshire

Shaded bar tips show excess over facing bar.



Count *number of people in age cohort*

% *age cohort as a percentage of the total population*

[1] *normalized with respect to the number of years in each interval*

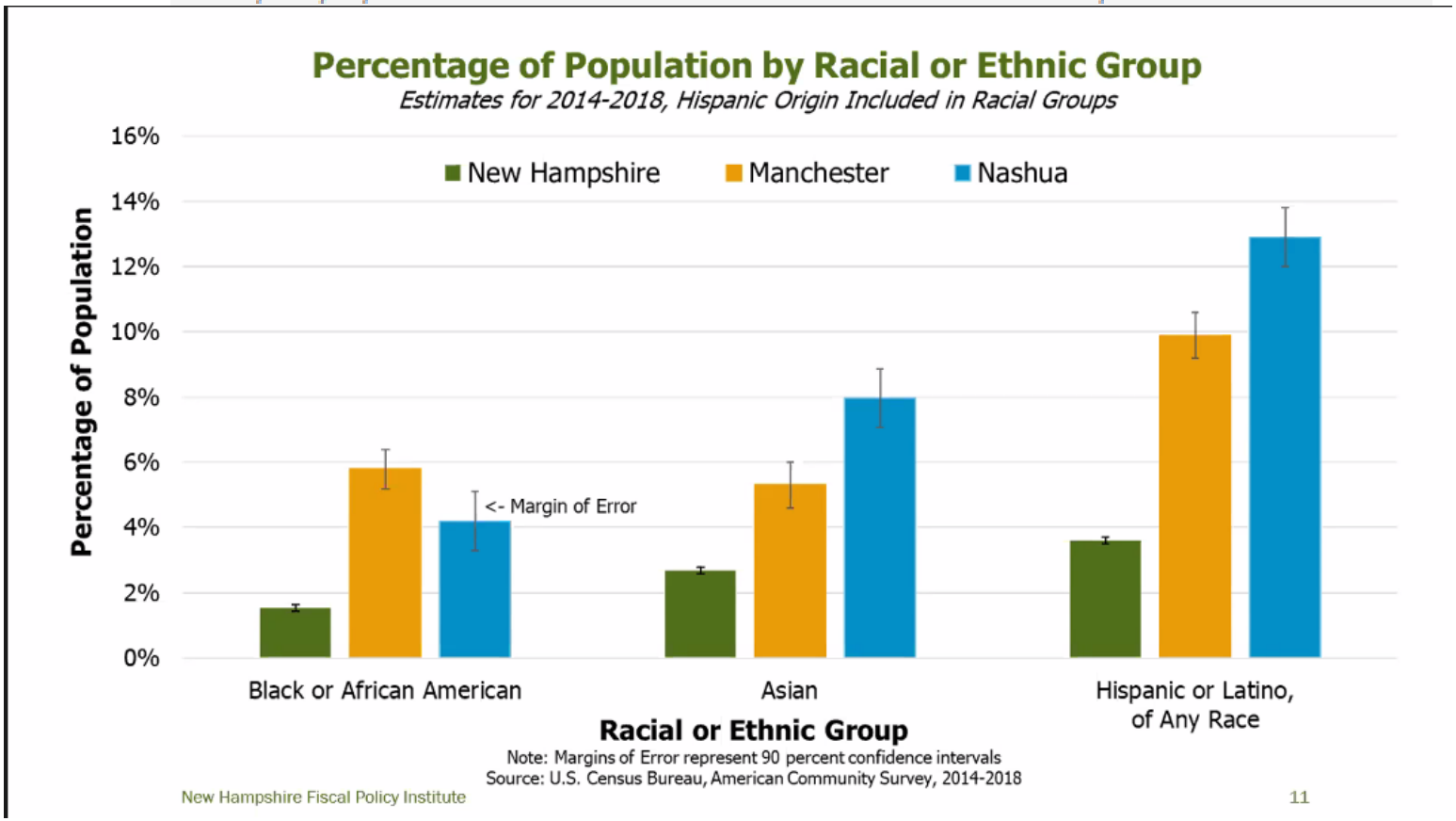
Current NH Demographics By

Race and Ethnicity

#1

Percentage of the total population.

Scope: population of the United States and New Hampshire



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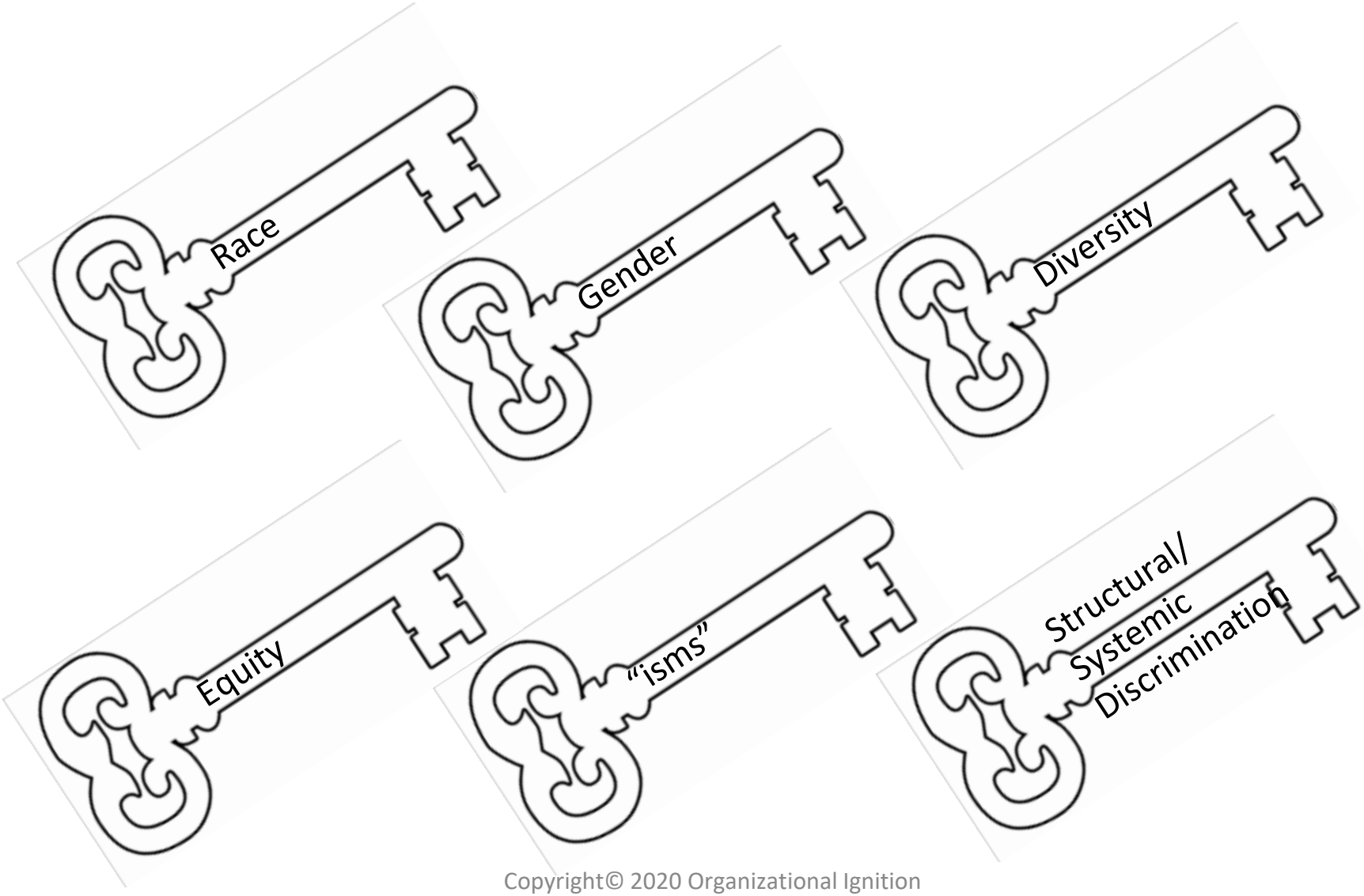
6 Key Concepts



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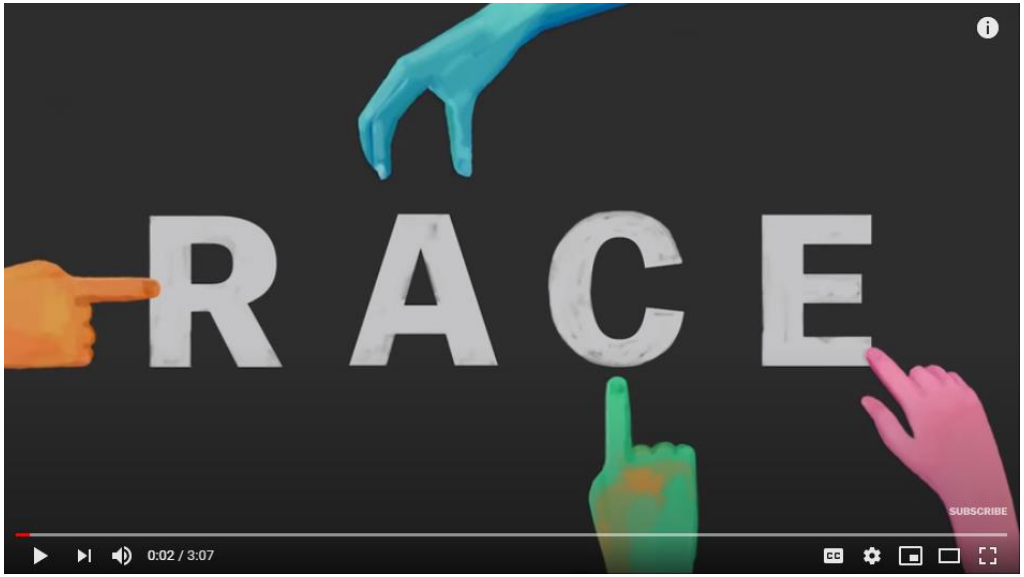
What is Race?



- 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

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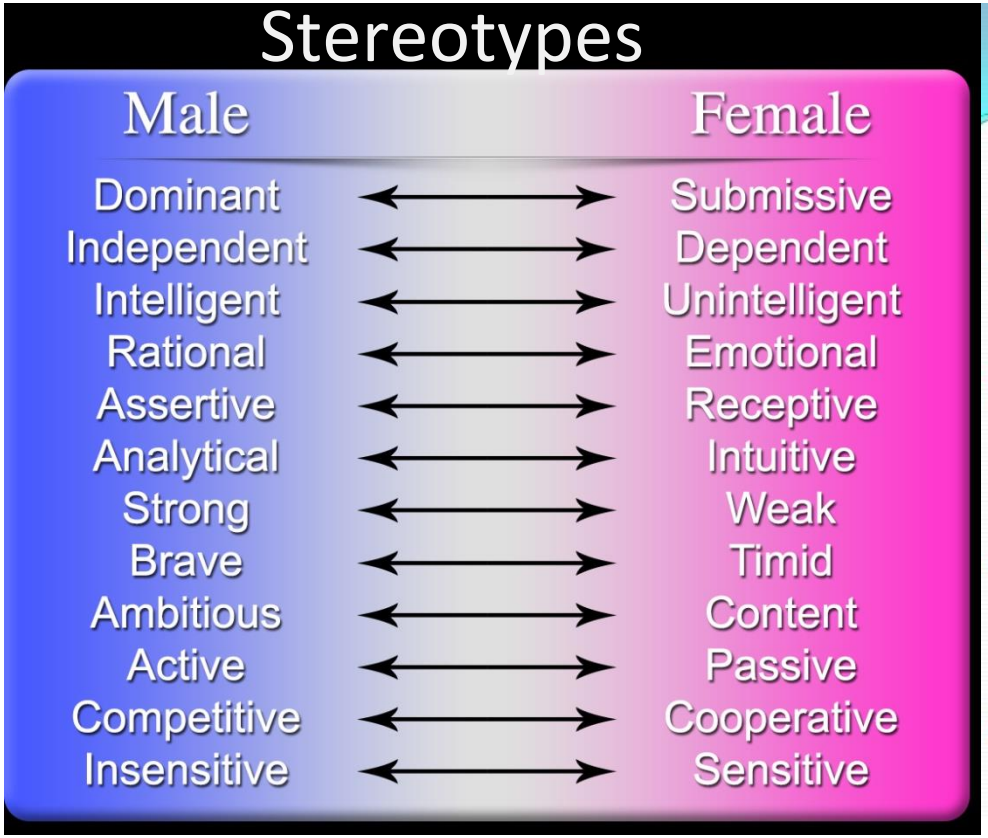
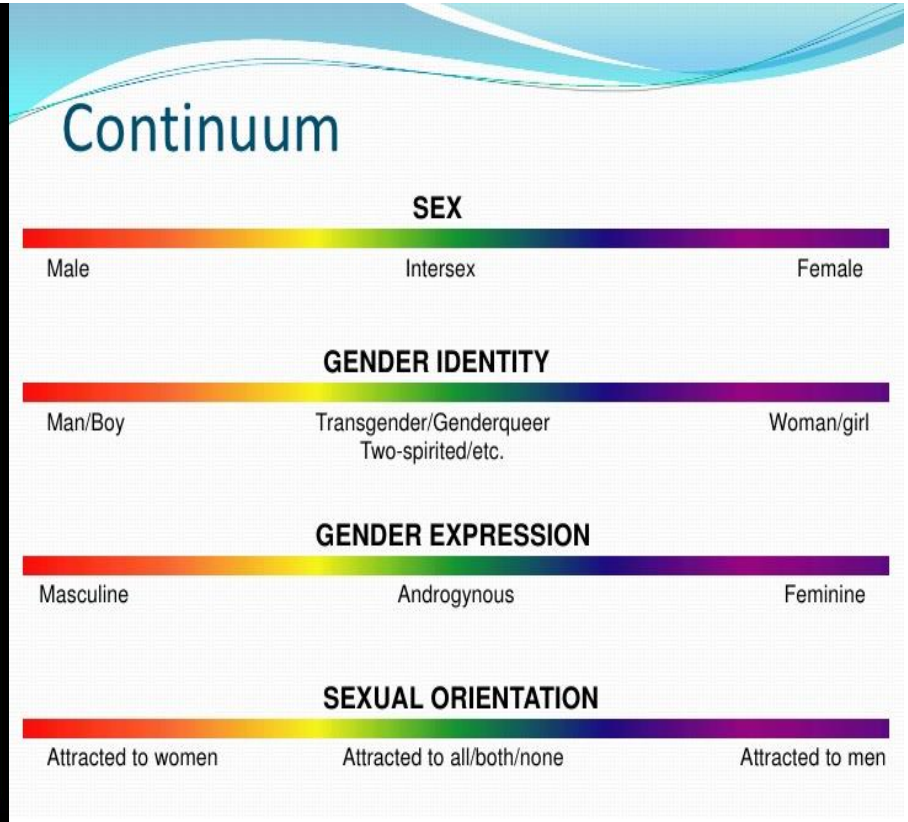
Gender





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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"

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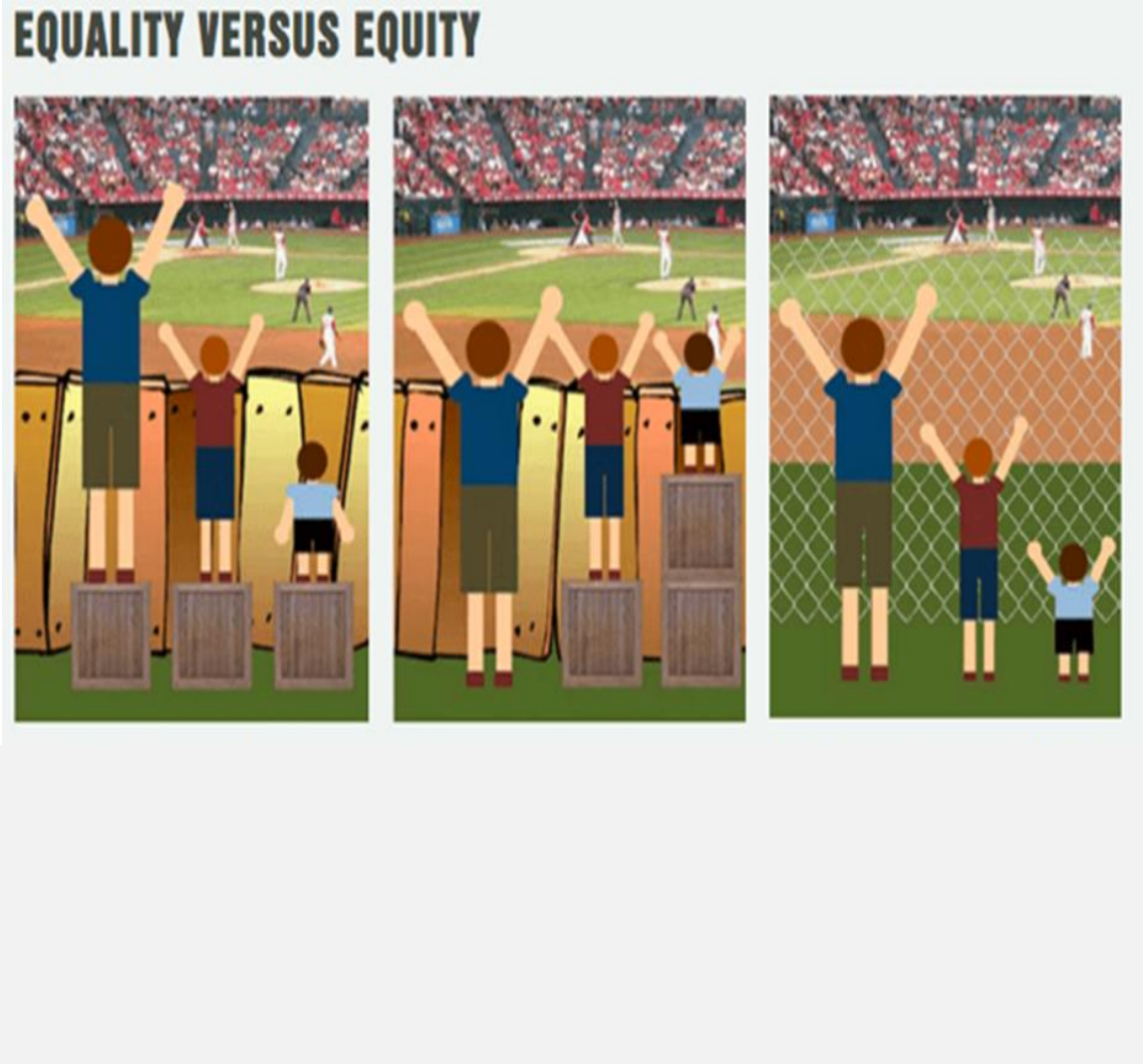
Equality Vs. Equity



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"isms"

Imagine…

Structural/ Systemic Discrimination

Micro aggressions

White Privilege

Destructive Isms

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

Discrimination

taking an action on our prejudice

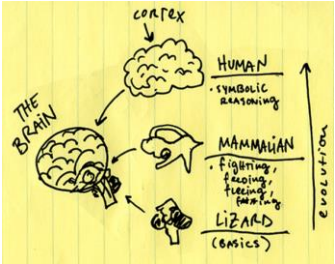
Prejudice

a value judgment based on our feelings associated with the stereotype

Stereotype

an incomplete or distorted picture in our head

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



Unconscious Implicit Bias

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Structural/Systemic Discrimination

Media

Wealth

Housing

Cultural

"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

Institutional

Best Practices /Policies /Procedures

Legal

State*

Local

Education

Criminal Justice

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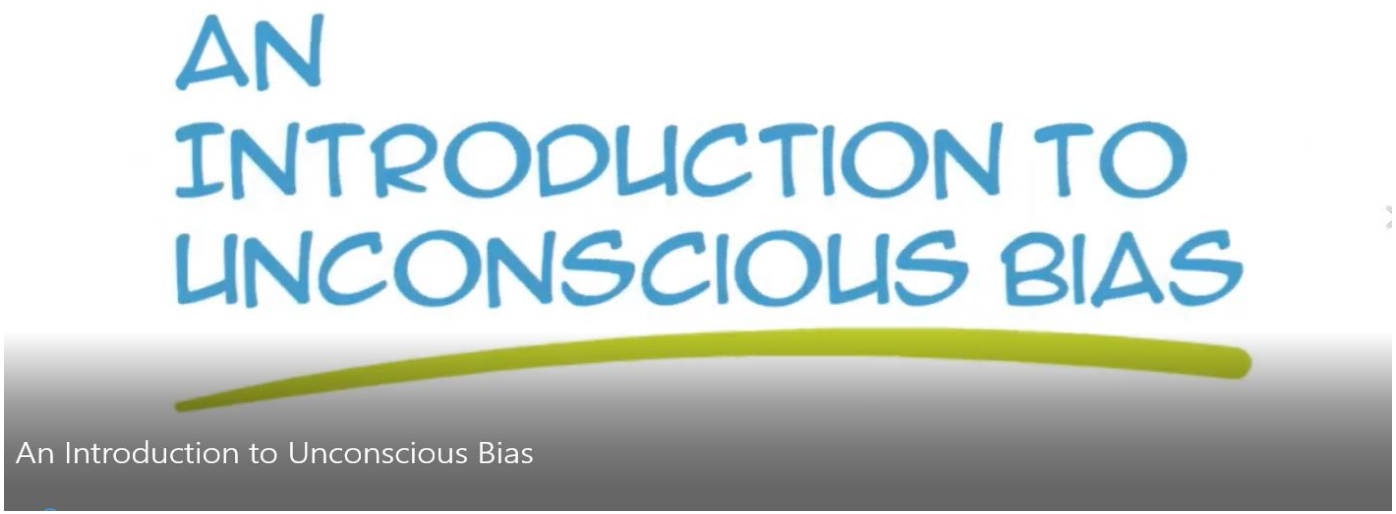
The Cause of Discrimination… Unconscious Cognitive Implicit Bias



https://www.youtube.com/watch?v=KCgIRGKAbfc

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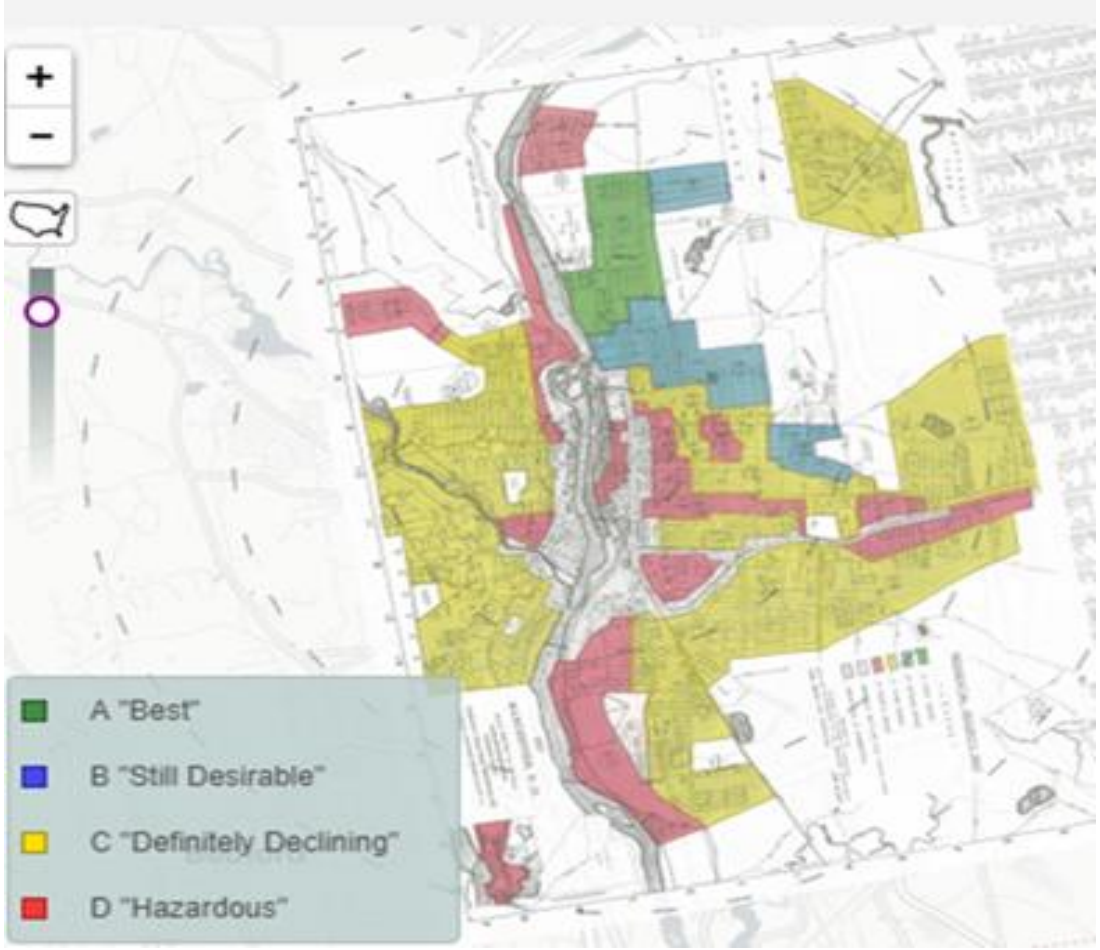
Examples of Implicit Bias on Individuals



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Interpersonal Examples of Implicit Bias

Cases and deaths by race/ethnicity

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

- **Discrimination in every day life & the emotional toll it takes**
- **Special fear of life when pulled over by police – regardless of agency**

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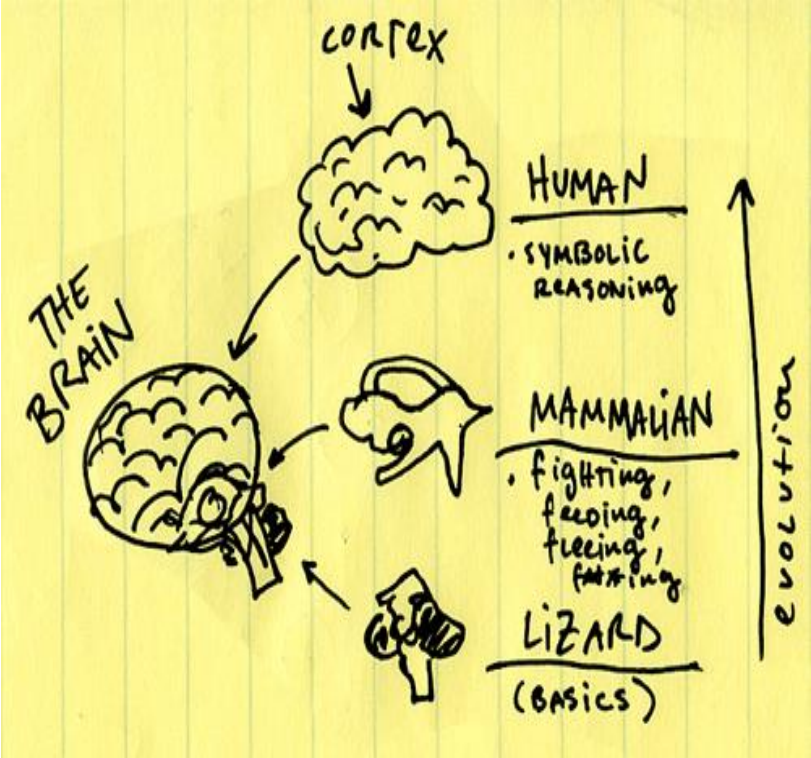
Examples of Implicit Bias on Organizations (Employment Cycle)

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?

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5 Minute Break

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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

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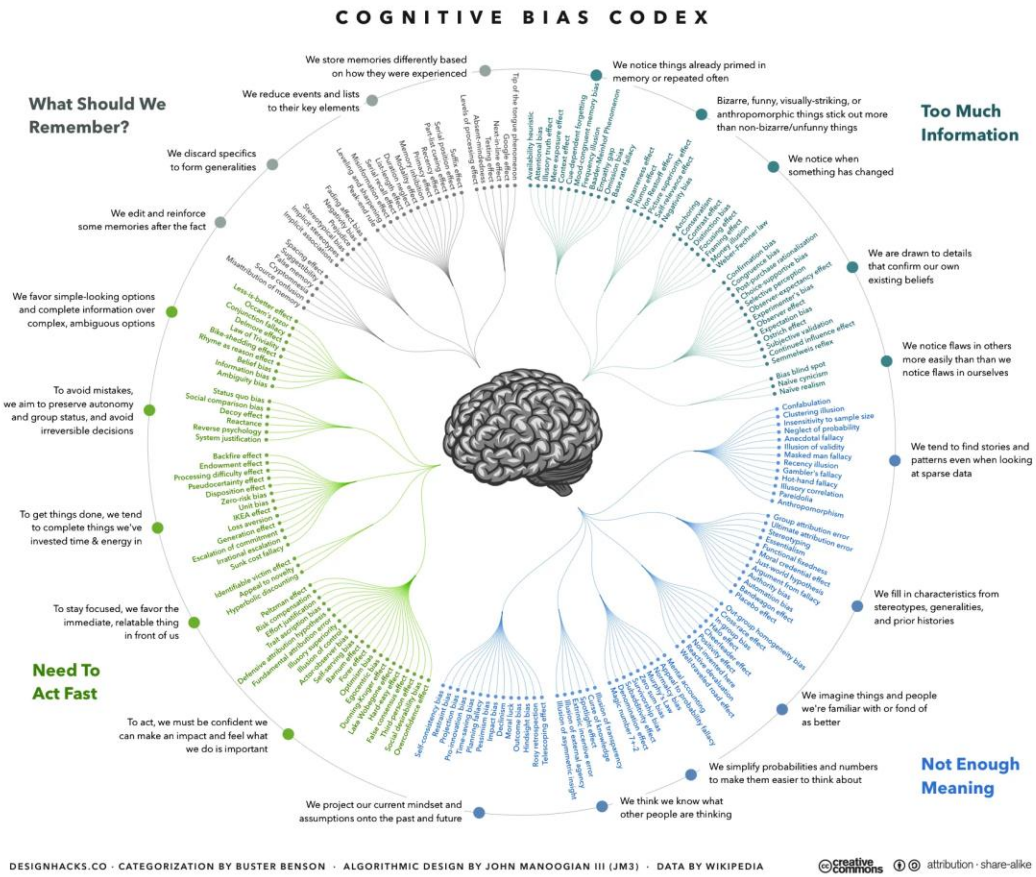
Bias Impact Context

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



The Cognitive Bias Codex: A Visual Of 180+ Cognitive Biases

Eliminating Bias & Discrimination

Mindset

How we think

How we behave

Actions

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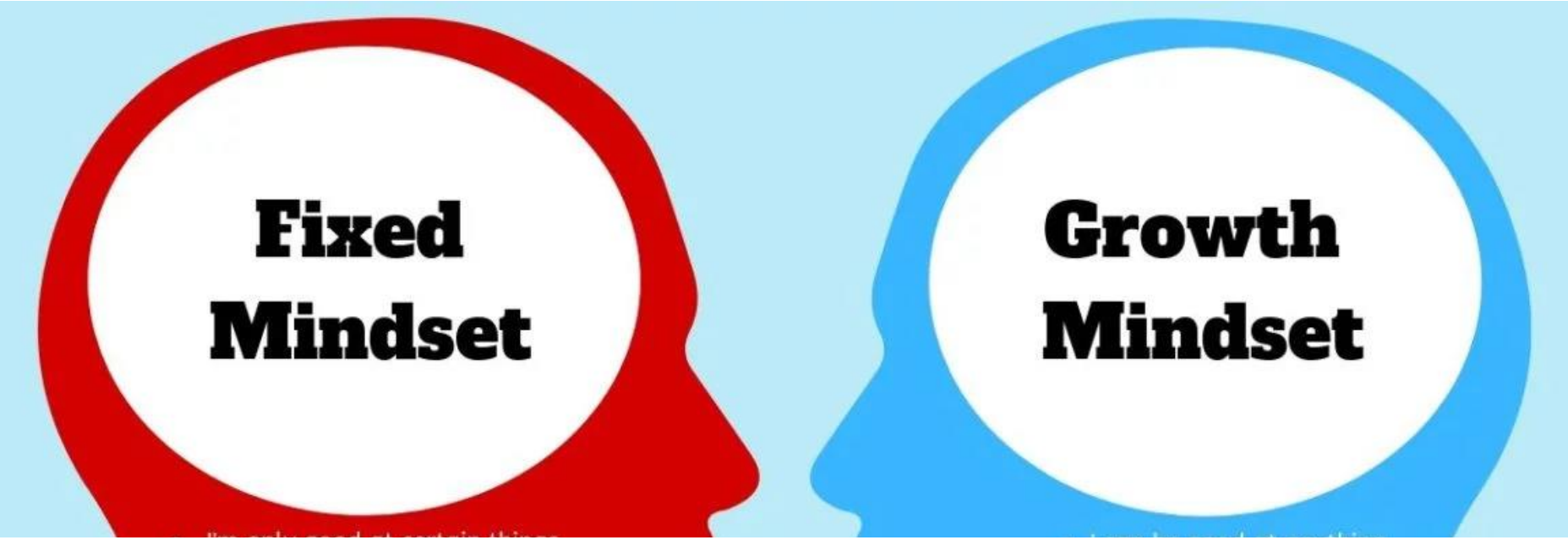
How We Think



Which are You?

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Types of De-Biasing Techniques

Countersterotype Training

- Dasgupta and Asagari (2004)

Negation

- Kawakami, Dovido, Moll, Hermsen, and Russin (2000)

Perspective-taking

- Shih, M. J., Wang, E., Bucher, A. T., & Stotzer, R. (2009).

Meditation/Lovingkindness meditation (LKM)

- Stell, A. J., & Farsides, T. (2016).

Implicit bias workshops

- like the one we offer

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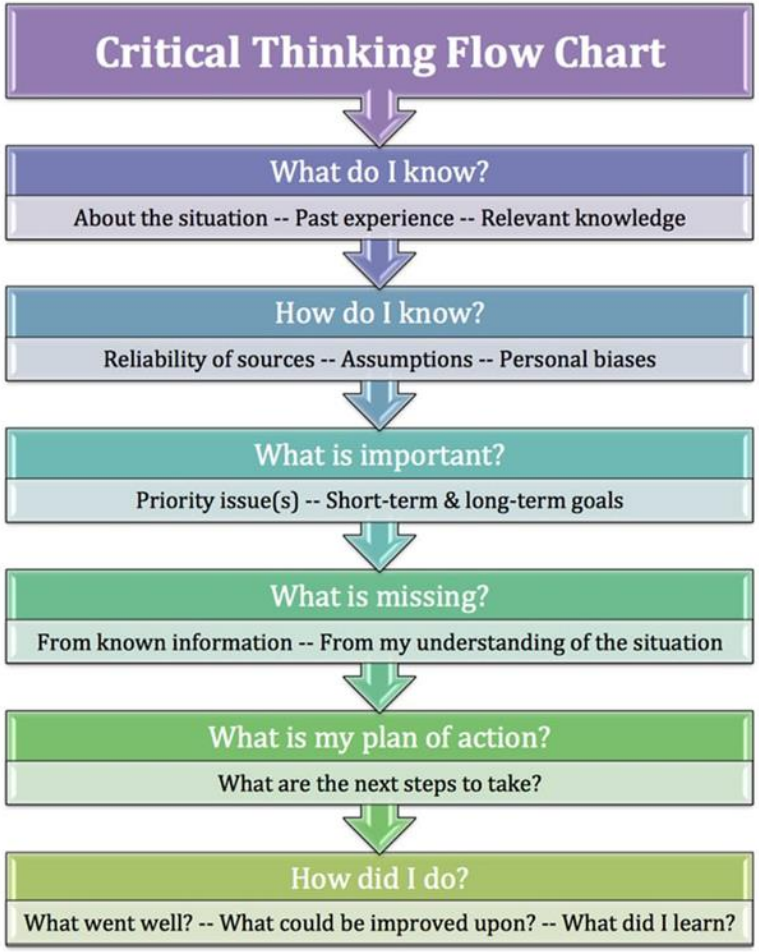
Critical Thinking/Decision-Making



Wasabi Learning Flow Charts https://www.wabisabilearning.com/blog/5-useful-critical-thinking-flowcharts

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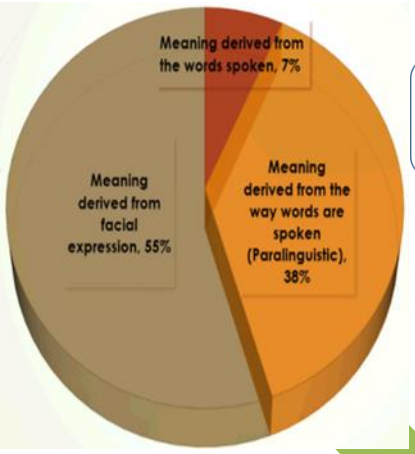
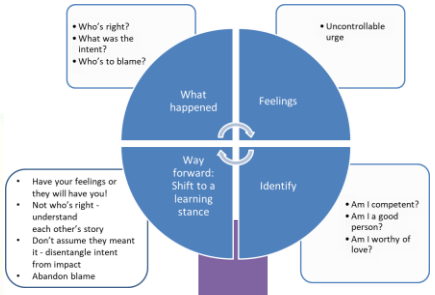
How We Behave



Communication



Difficult Conversations

Steps in Criminal Justice

EQ

Eliminating Discrimination

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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 an 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.”

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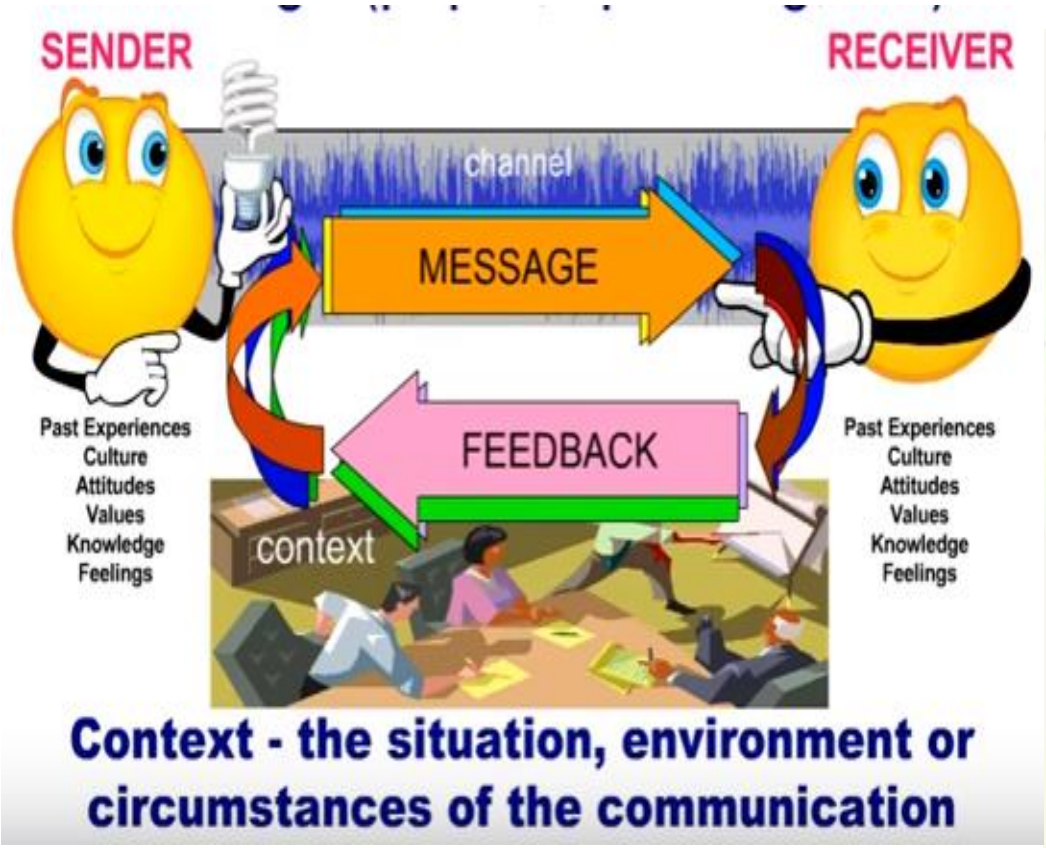
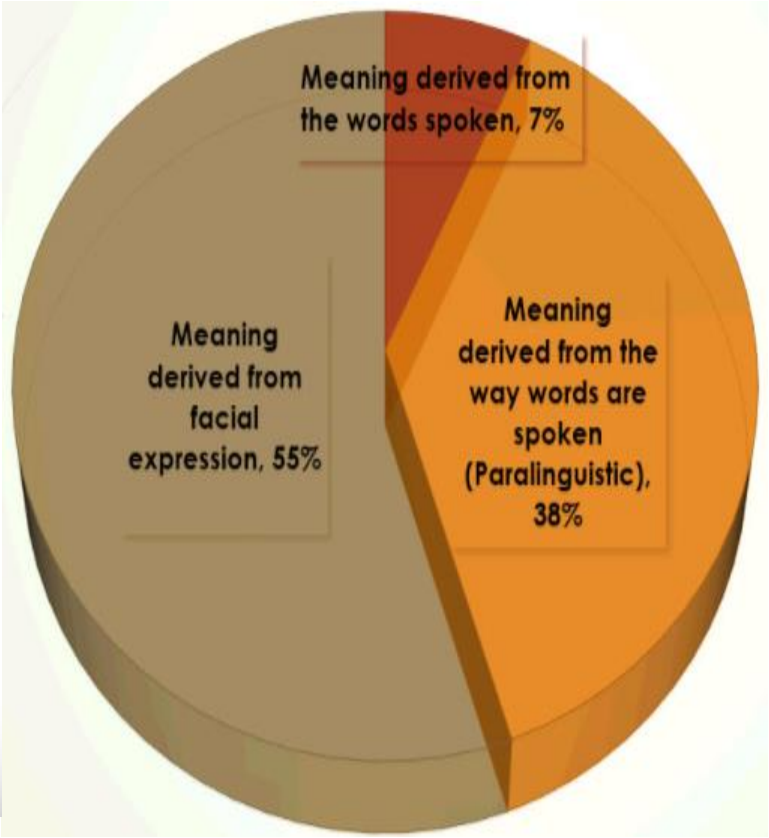
Understanding Communication Basics



Shannon and Weaver Model



Dr. Albert Mehrabian's 7-38-55 Rule of Personal Communication

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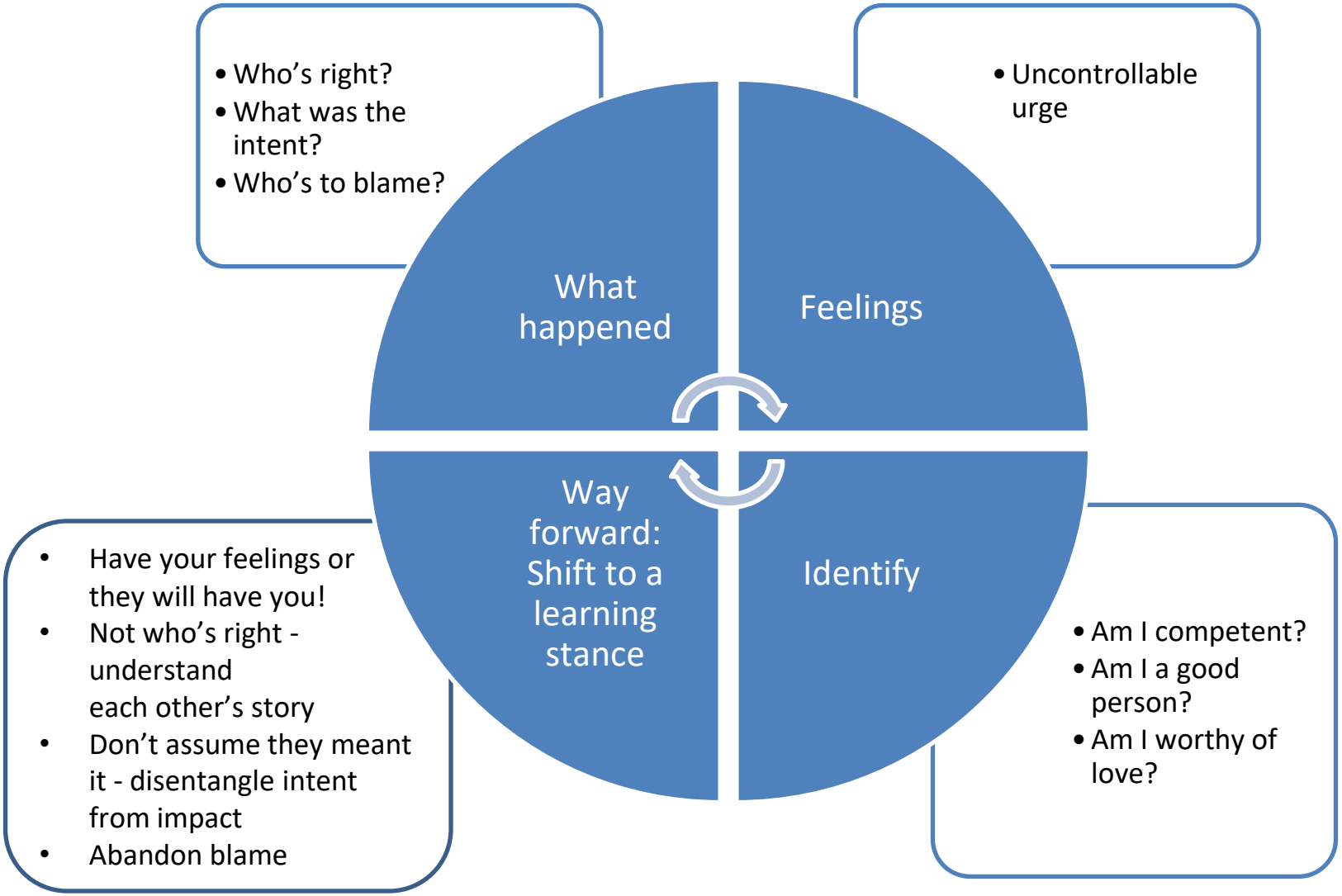
Rules for Difficult Conversations



Difficult Conversations by Douglas Stone, Bruce Patton, & Sheila Heen

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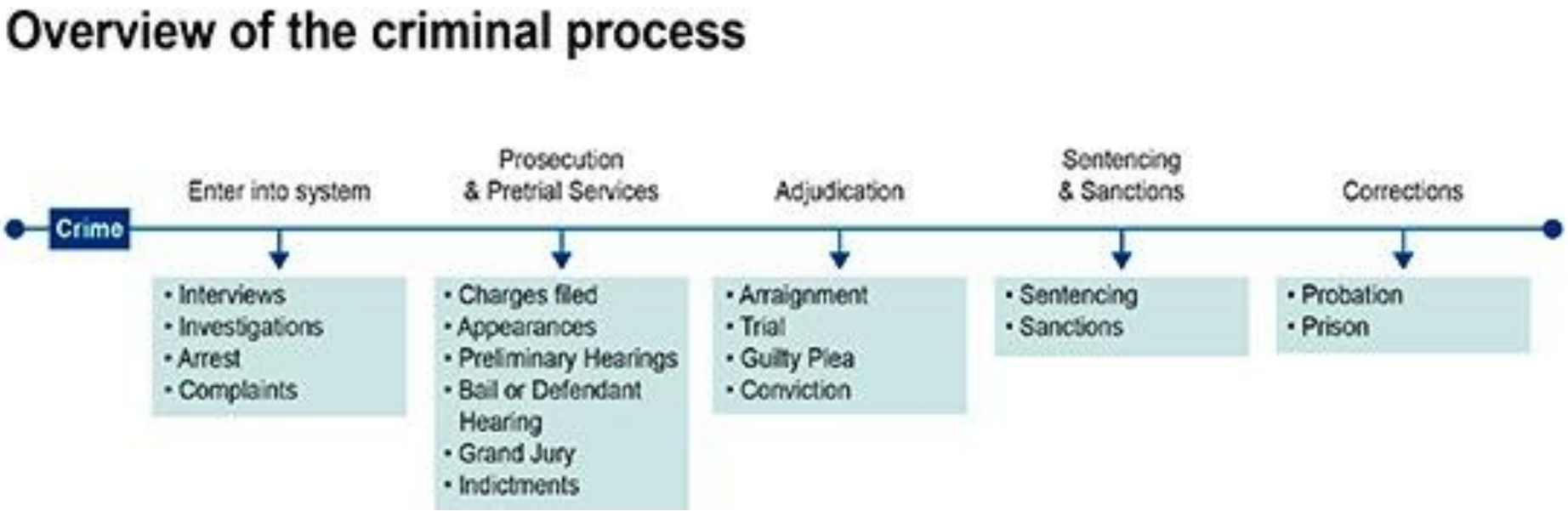
Criminal Justice Process



https://www.fbi.gov/resources/victim-services/a-brief-description-of-the-federal-criminal-justice-process

Pulling It All Together

Justice mindful of an equity lens

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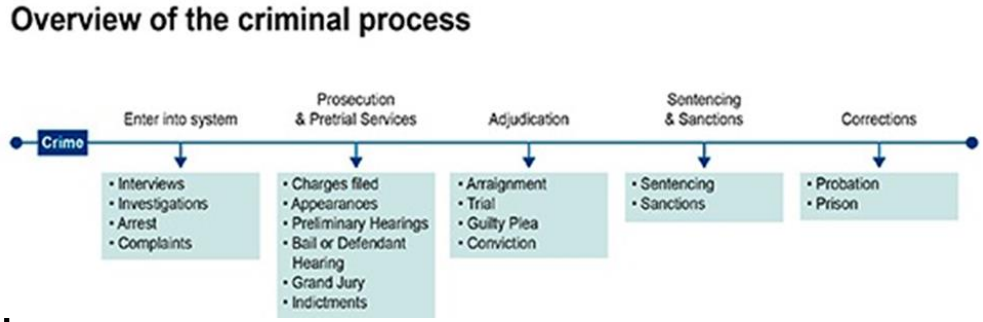
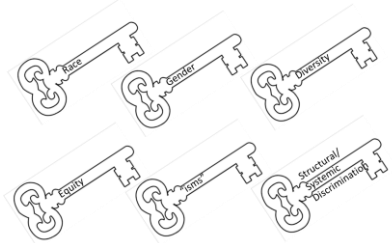
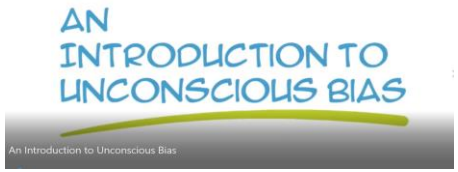
Seeing Through an Equity Lens (Breakout)

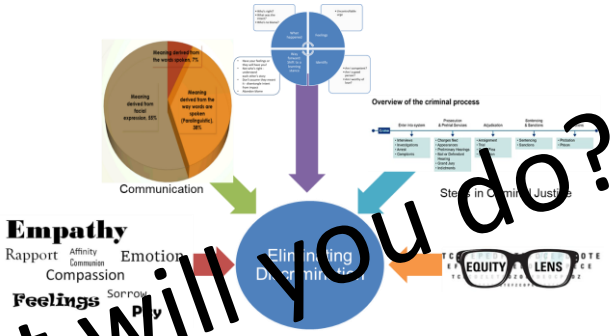
- What decision is being made?
- Who is at the table?
- How is the decision being made?
- What assumptions are at the foundation of the issue?
- What is likely impact?
- What is your decision?



Wrap-up







What will you do?

Countersterotype Training
- Dasgupta and Asagari (2004)

Negation
- Kawakami, Dovido, Moll, Hermsen, and Russin (2000)

Perspective-taking
- Shih, M. J., Wang, E., Bucher, A. T., & Stotzer, R. (2009).

Meditation/Lovingkindness meditation (LKM)
- Stell, A. J., & Farsides, T. (2016).

Implicit bias workshops
- like the one we offer

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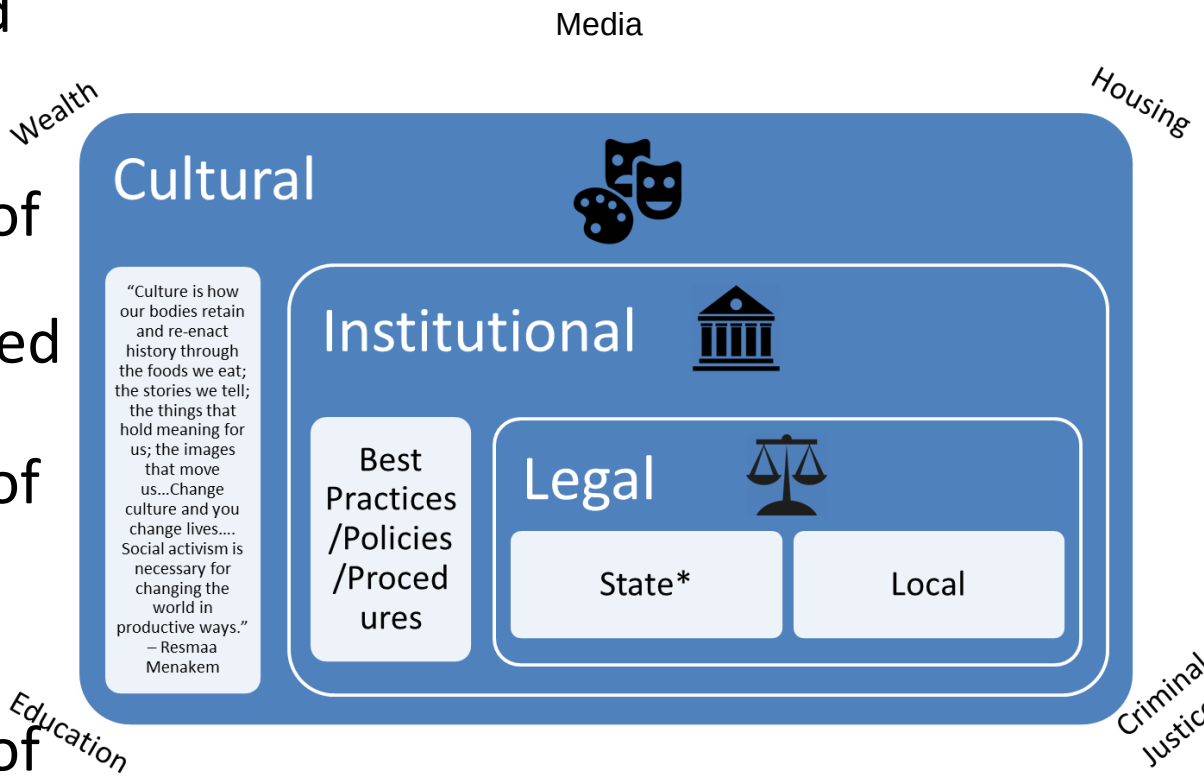
Homework Assignment

- Record an example of microaggression and what caused it to happened
- 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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