



MITIGATING IMPLICIT BIAS

Creating Equitable and Just Leaders

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Pronouns: she/her/hers

COHHIO | September 20, 2019



ABOUT THE KIRWAN INSTITUTE

“We work to create a just & inclusive society where all people and communities have the opportunity to succeed.”



@KirwanInstitute



/KirwanInstitute



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STUDY OF RACE AND ETHNICITY

ABOUT THE KIRWAN INSTITUTE

HOW KIRWAN APPROACHES OUR WORK

RACE AND COGNITION

The role of individual-level thoughts and actions in maintaining discrimination.

STRUCTURAL RACIALIZATION

The influence of our country's racial history on policies, practices and values that perpetuate racial inequity.



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WHY IMPLICIT BIAS?

- Implicit bias can be a better predictor of behavior and decision-making than our explicit beliefs.
- Implicit bias gives us a framework for understanding the underlying factors driving overt racism.
- Challenging implicit bias can help us align our good intentions with our desired outcomes.
- Discussing implicit bias does not mean ignoring other causes of disparities—it helps us see the entire picture.



DEFINING IMPLICIT BIAS



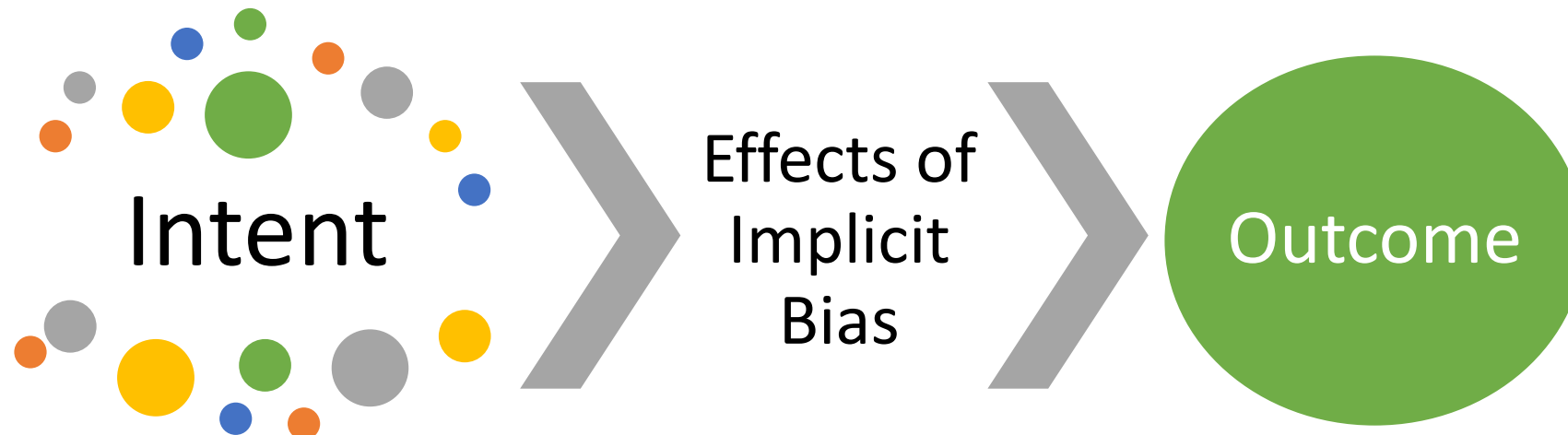
Attitudes or stereotypes that **affect our understanding, actions, and decisions** in an unconscious manner.



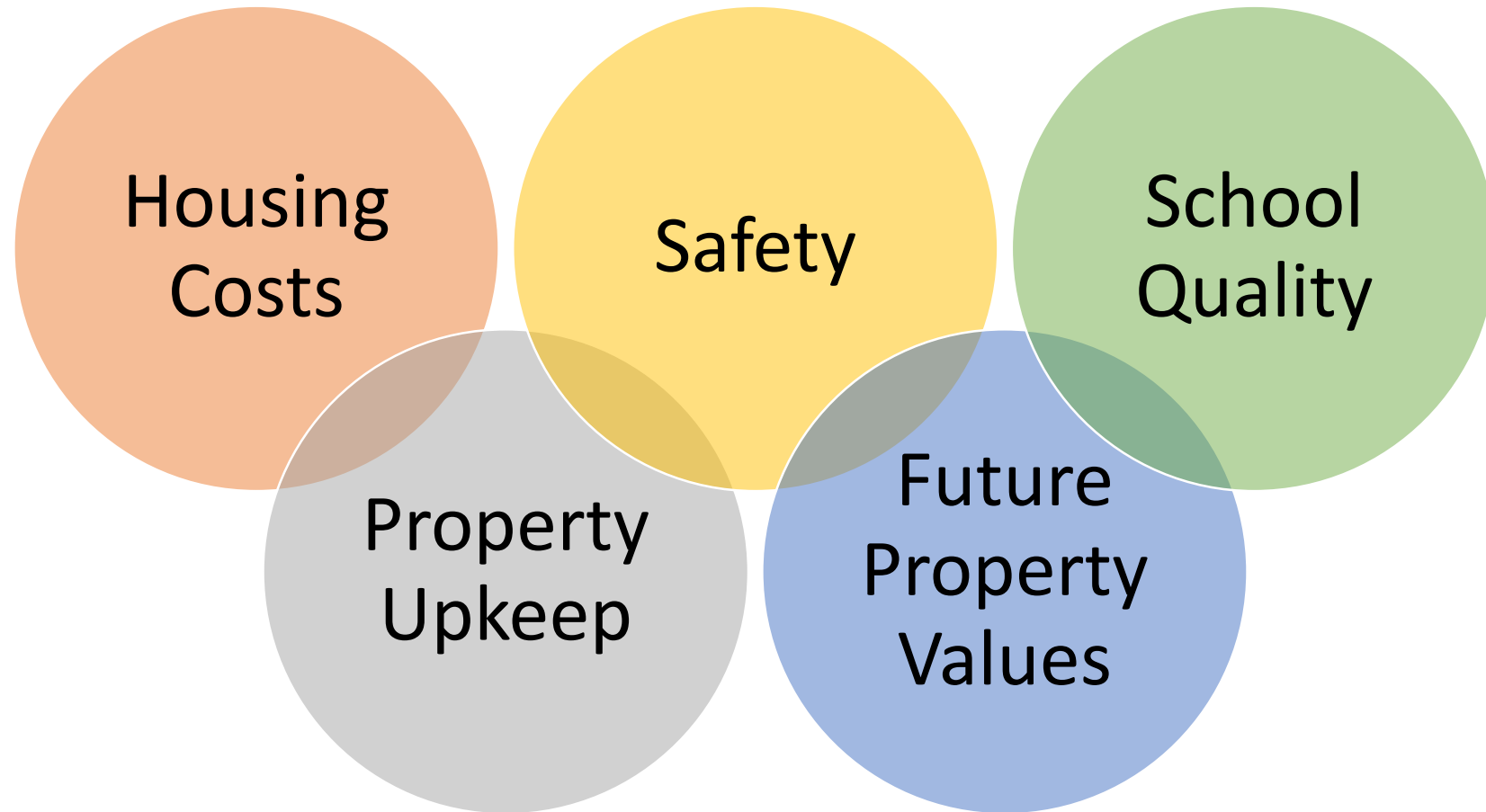
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IMPLICIT BIAS CAN TURN EVEN OUR BEST INTENTIONS INTO UNWANTED OUTCOMES



RACE AND NEIGHBORHOOD PERCEPTIONS



RACE AND NEIGHBORHOOD PERCEPTIONS



How does the racial composition of a neighborhood impact how individuals perceive it?



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Krysan, Maria, et al. (2009). "Does Race Matter in Neighborhood Preferences? Results from a Video Experiment." *American Journal of Sociology* & (2008) "In the Eye of the Beholder: Racial Beliefs and Residential Segregation." *Du Bois Review*.

RACE AND NEIGHBORHOOD PERCEPTIONS

For White participants,
simply **seeing Black
residents** in a
neighborhood elicited
**more negative
evaluations of the
neighborhood conditions**
– even when all aspects
except race were
comparable between
neighborhoods.



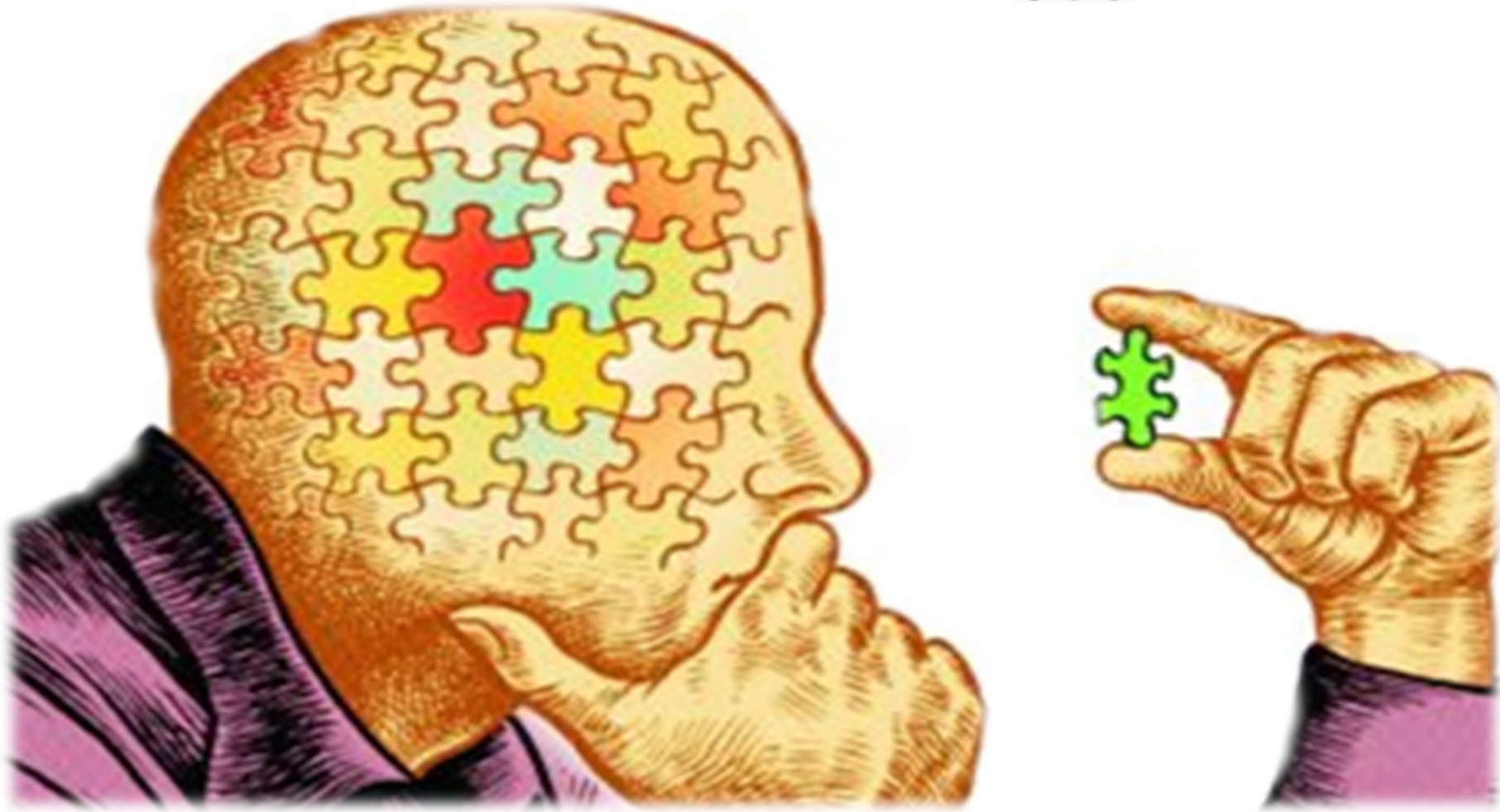
- If race influences perceptions of neighborhoods, how might race influence perceptions of the people in the neighborhood?
- What additional barriers might community members face living a neighborhood that is perceived negatively?
- What role can Social Justice Leaders play in creating a more racially just and equitable society?



GOALS FOR THIS SESSION

- Help us think differently about the way we think.
- Foster understanding of the ways in which bias operates in our lives & institutions.
- Create a space and process to begin to consider the bridge between intentions and outcomes.
- Explore Strategies to mitigate Implicit Bias through the lens of Emergent Strategy.





UNDERSTANDING IMPLICIT BIAS

HOW OUR MINDS WORK

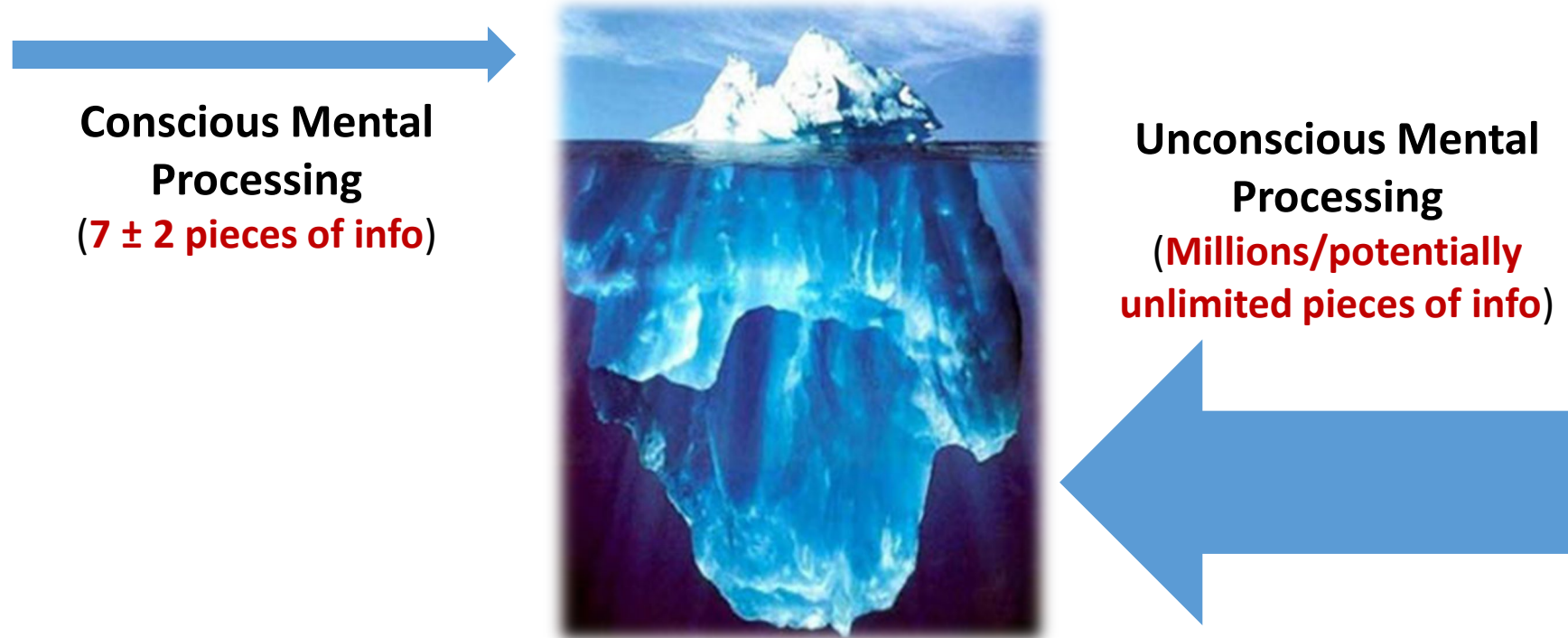
AN AWARENESS TEST



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<https://www.youtube.com/watch?v=iiEzf3J4iFk>



WE HAVE LIMITED CONSCIOUS PROCESSING CAPACITY





= Fear

OUR BIASES ARE RESPONSIVE AND ASSOCIATIVE

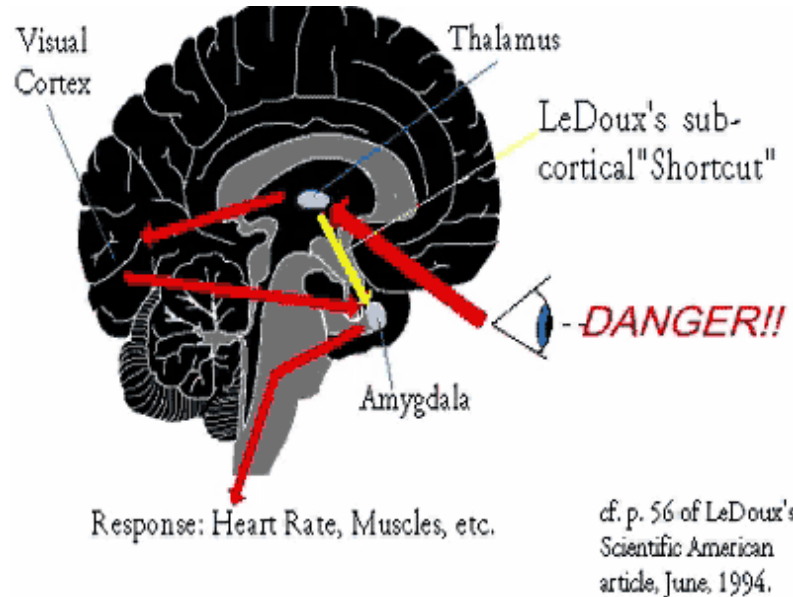


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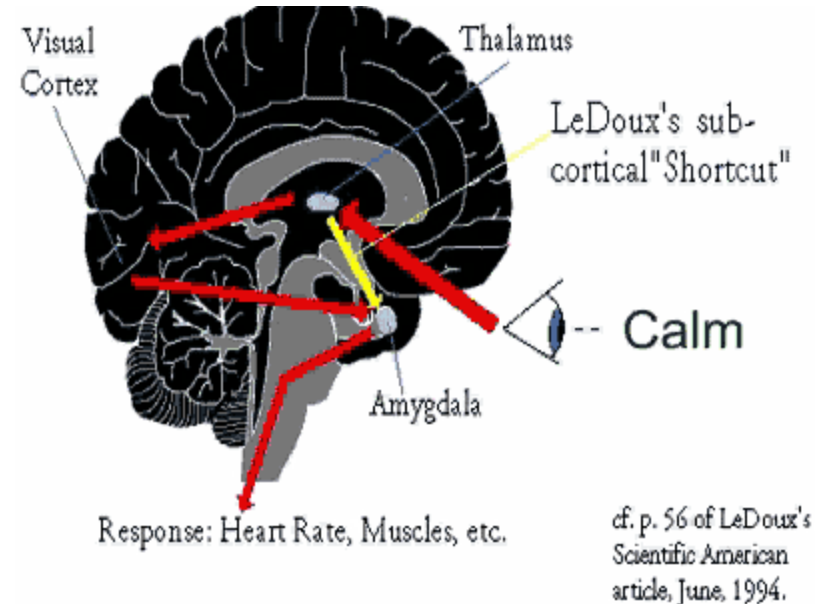
[Image Credit](#)

THE HIJACKED BRAIN



The Path of a Hijacked Brain

- Bypasses Executive Functioning
- Immediately in fight, flight or freeze mode
- Not able to consider alternative solutions or consequences



The Path of a Calm Brain

- The prefrontal cortex or higher brain,
- Optimal response to fear and accurately assesses risk
- Quickly able to return to baseline (calm)



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IMPLICIT BIAS FACTS

- Our minds quickest and most efficient form of thinking
- Bias is multidirectional and comprises not only discrimination but also privilege.
- We can have Implicit Biases that do not align with our identities or explicit beliefs
- Being aware and intentional about how we reflect on our own identity can help us to be better champions for justice and equity.



WE **DEFAULT** TO OUR IMPLICIT PROCESSING

- There are key conditions under which we are most likely to make decisions based on implicit biases:
 - **Ambiguous or incomplete information**
 - **Compromised cognitive load**
 - **Time constraints**
 - **Overconfidence in objectivity**



Implicit
Processing

- Efficiency
- Exposure
- Associative Memory

Explicit
Processing

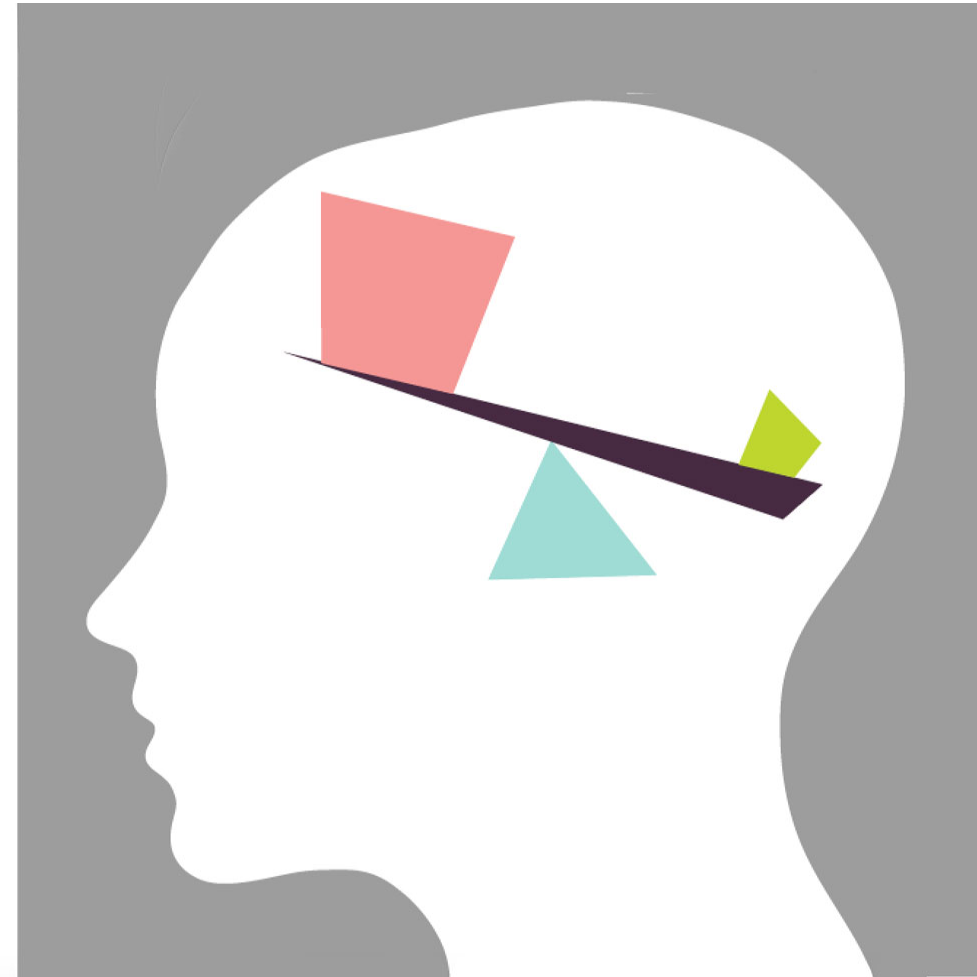
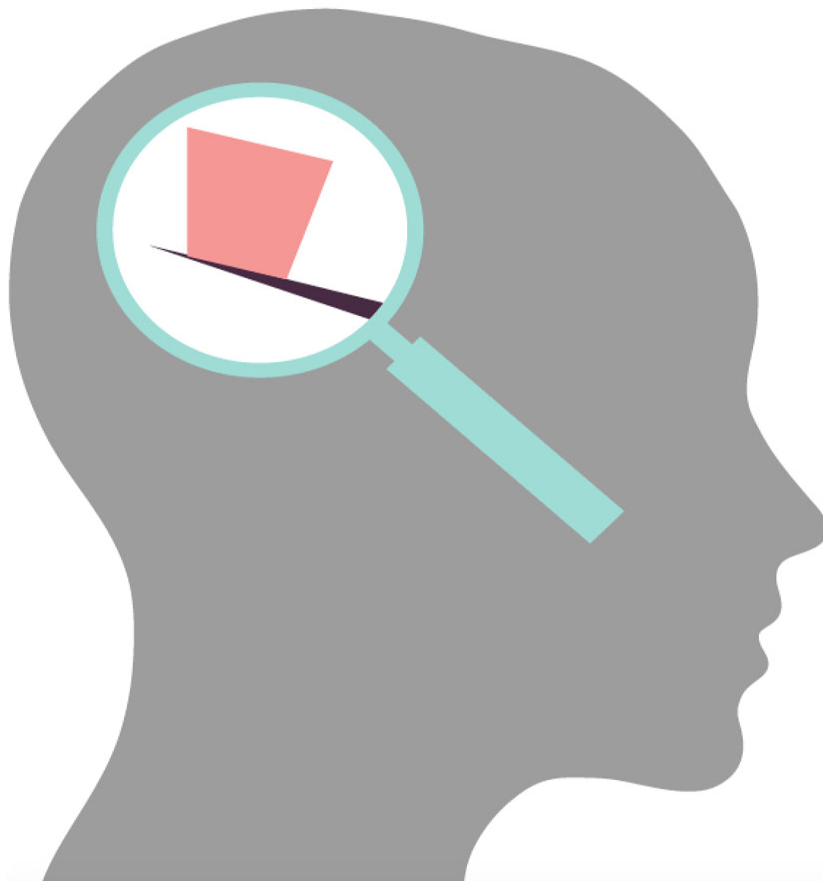
- Deliberate Processing
- Executive Functioning

IMPLICIT & EXPLICIT BIASES DON'T ALWAYS ALIGN



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CHECKING OUR BIASES

IDENTITIES AND PERCEPTIONS

THE IMPLICIT ASSOCIATION TEST

- Measures the **relative strength** of associations between pairs of concepts
- Stronger implicit associations = **less time** to pair and **fewer matching errors**
- Weaker implicit associations = **more time** to pair and **more matching errors**

EXAMPLES OF PUBLICLY AVAILABLE IATs

Attitudes



- ☐ Race
- ☐ Age
- ☐ Sexuality
- ☐ Disability
- ☐ Weight

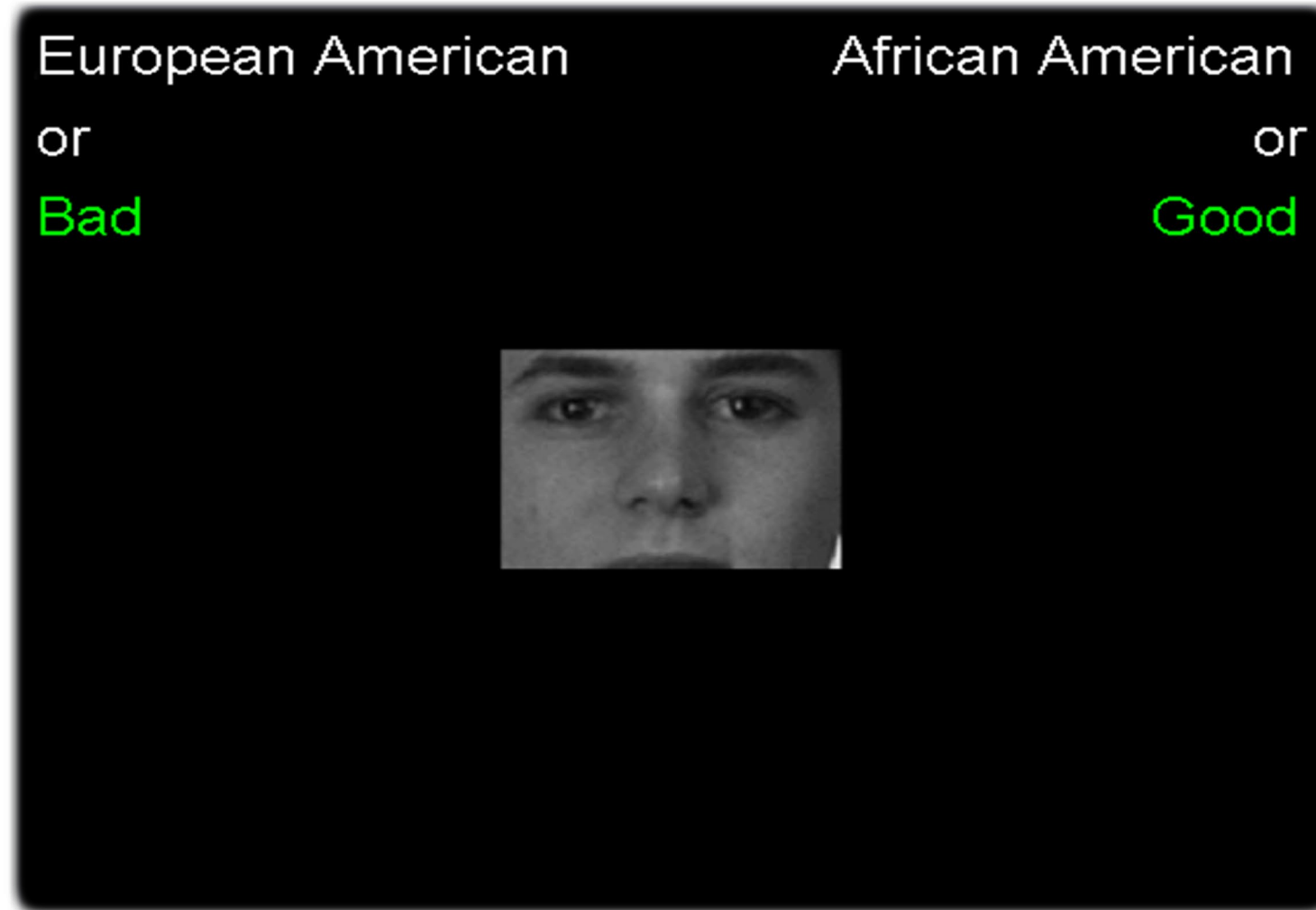
Stereotypes



- ☐ Gender - Career
- ☐ Gender - Science



IMPLICIT ASSOCIATION TEST (IAT) - RACE IAT

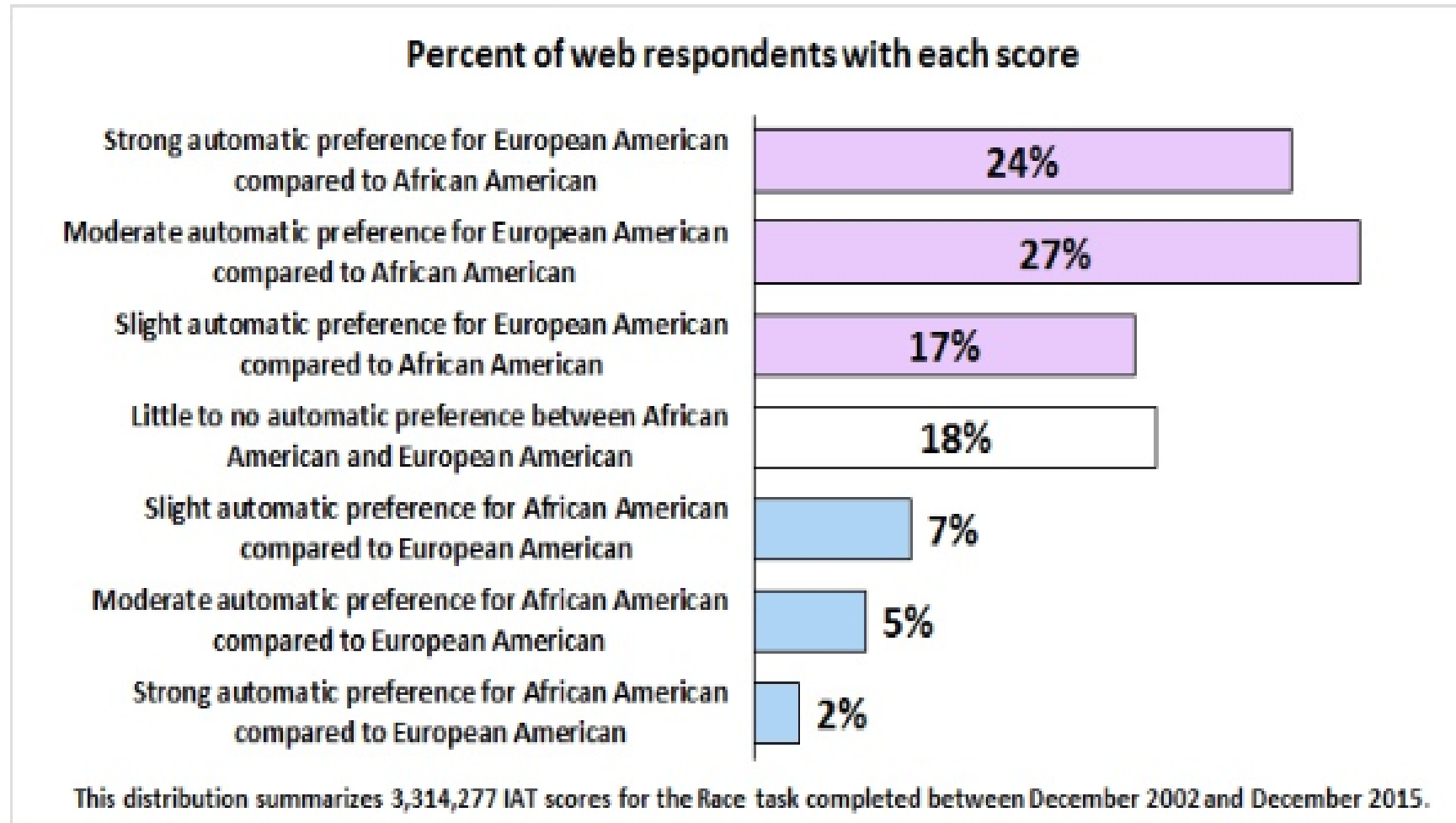


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implicit.harvard.edu

RACE IAT Results



ORIGINS OF THESE ASSOCIATIONS



Family, friends, & early life experiences
Media messaging: both traditional & social



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DISCUSSION: SKEWED MEDIA MESSAGING



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REAL WORLD EXAMPLE: SKEWED MEDIA MESSAGING



Was this portrayal intentional or an act on implicit bias?

How might does this video perpetuate stereotypes?

How can we work to debunk these skewed messages?



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THE BIG IDEA

- The vast majority of our cognition is unconscious.
- Our associations may be formed based on skewed, overgeneralized, or distorted beliefs and stereotypes.
- Our implicit associations may not necessarily align with our explicit beliefs.
- Self reflection is vital to mitigating our biases and creating a more just and inclusive society.

“If I can see the ways I am perpetuating system oppression, if I can see where I learned the behavior and how hard it is to unlearn it, I start to have more humility as I see the messiness of the communities I am part of, the world I live in.” –Adrienne Maree Brown



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[Image Credit](#)

SITUATING IMPLICIT BIAS

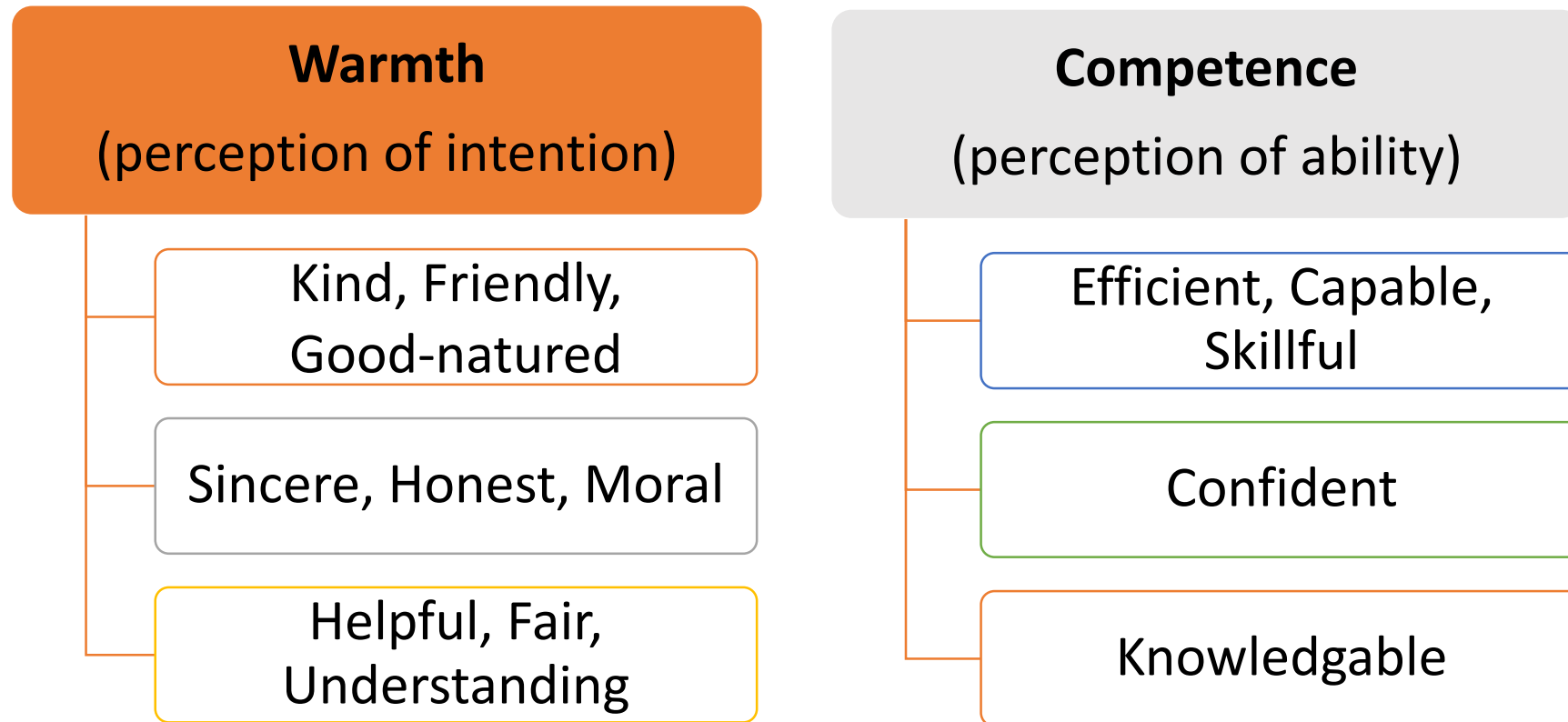
PIECES OF THE PUZZLES

IMPLICIT BIAS CAN BE ACTIVATED BY ANY PERCEIVED SOCIAL IDENTITY

- Our social identities can intersect
- We can have both privileged and marginalized identities simultaneously
- Having a privileged identity does not mean you never experience oppression.
- Being aware and intentional about how we reflect on our own identity can help us to be better champions for justice and equity.

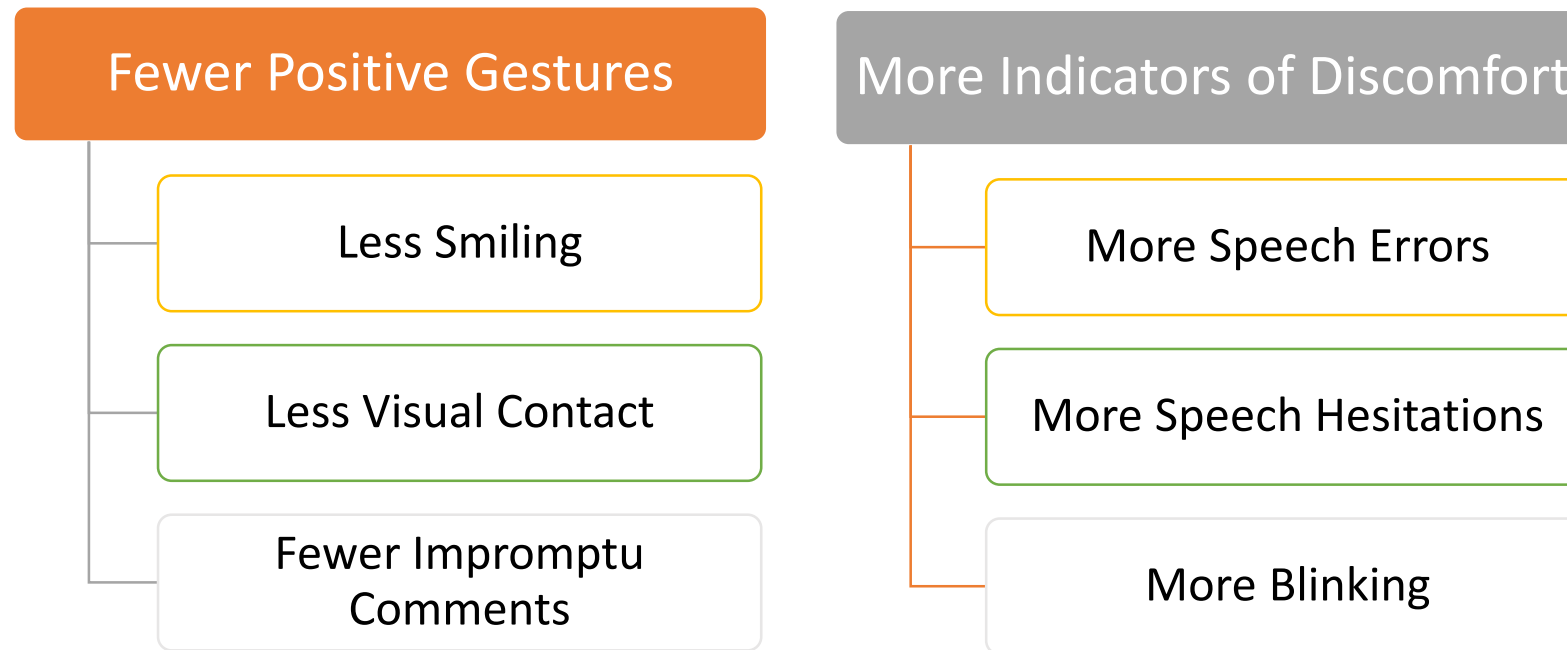


IDENTITIES INFLUENCE PERCEPTIONS



THE NON-VERBAL EMERGENCE OF BIAS

Higher levels of implicit bias against a group have been associated with:



A Verbal Manifestation of Bias: Micro-aggressions

“...brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights and insults to the target person or group.”

- Types of Micro-aggressions
 - Micro-Insult: Unconscious, don't understand offensiveness of their comments
 - Micro-Assault: Consciously being offensive with comments
 - Micro-Invalidation: Discrediting someone's biased experience

EFFECTS OF MICROAGGRESSIONS

- Psychological distress
 - Anxiety and hypervigilance
 - Anger
 - Depression and hopelessness
 - Suicidal ideation
- Binge drinking
- Pain, fatigue, physical illness



Blume, Lovato, Thyken, & Denny (2012); Smith (2004); Hwang & Goto (2009)

(Goldblum et al. 2012; Grossman and D'Augelli 2007; Kosciw et al. 2010; Pauly 1990; Schrock, Boyd, and Leaf 2009).

ILLUSTRATION BY BRAD AMOROSINO



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How People Experiencing Homelessness are Dehumanized³¹

1. Segregation

2. Fear

3. Illegal to be Poor

4. The Criminal Label

5. Attacked by Police

6. Refused a Place to Sleep

7. Property Stolen Legally

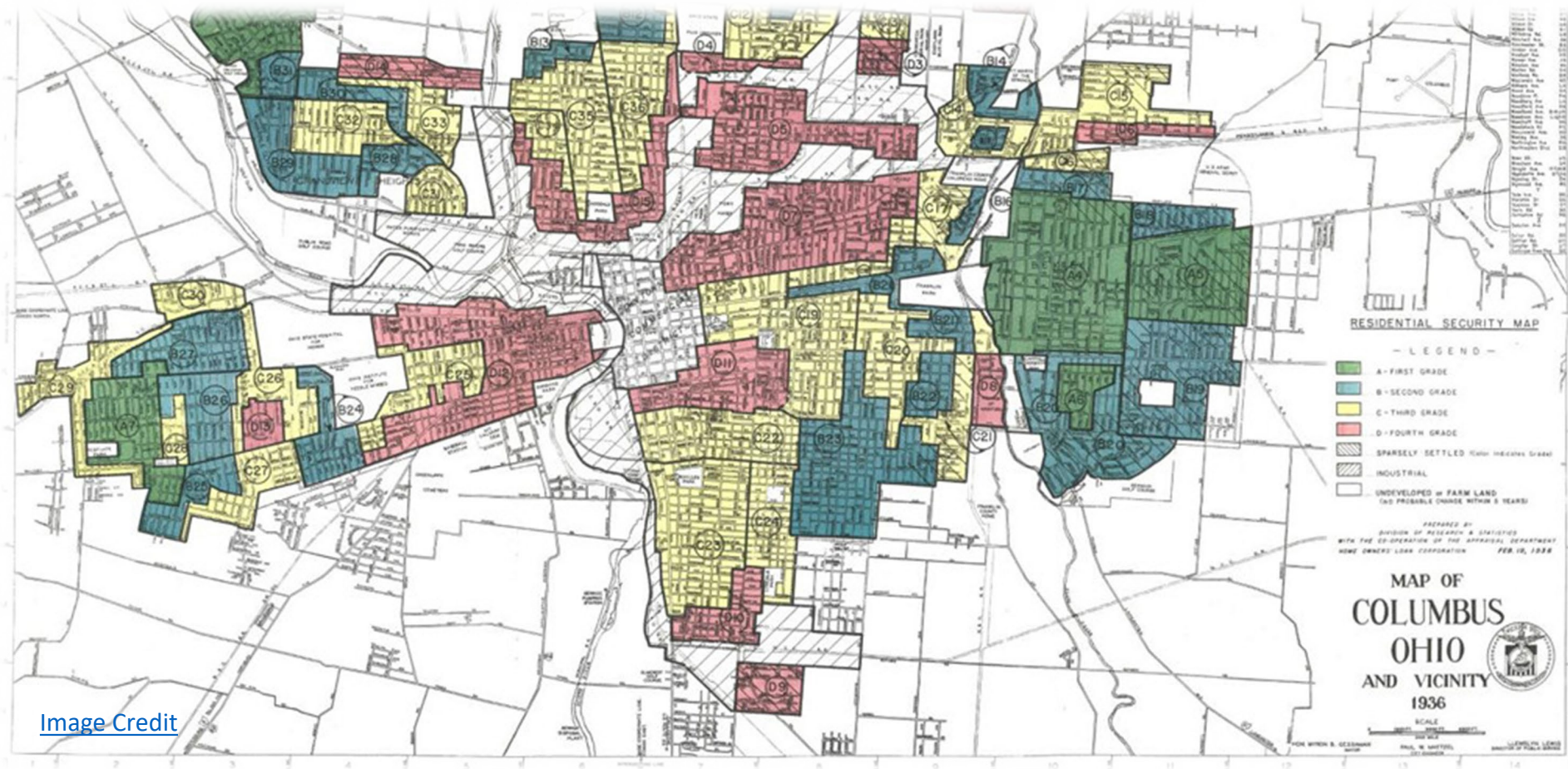
8. Denied Food, Bathrooms, Health Care

9. Existence Denied

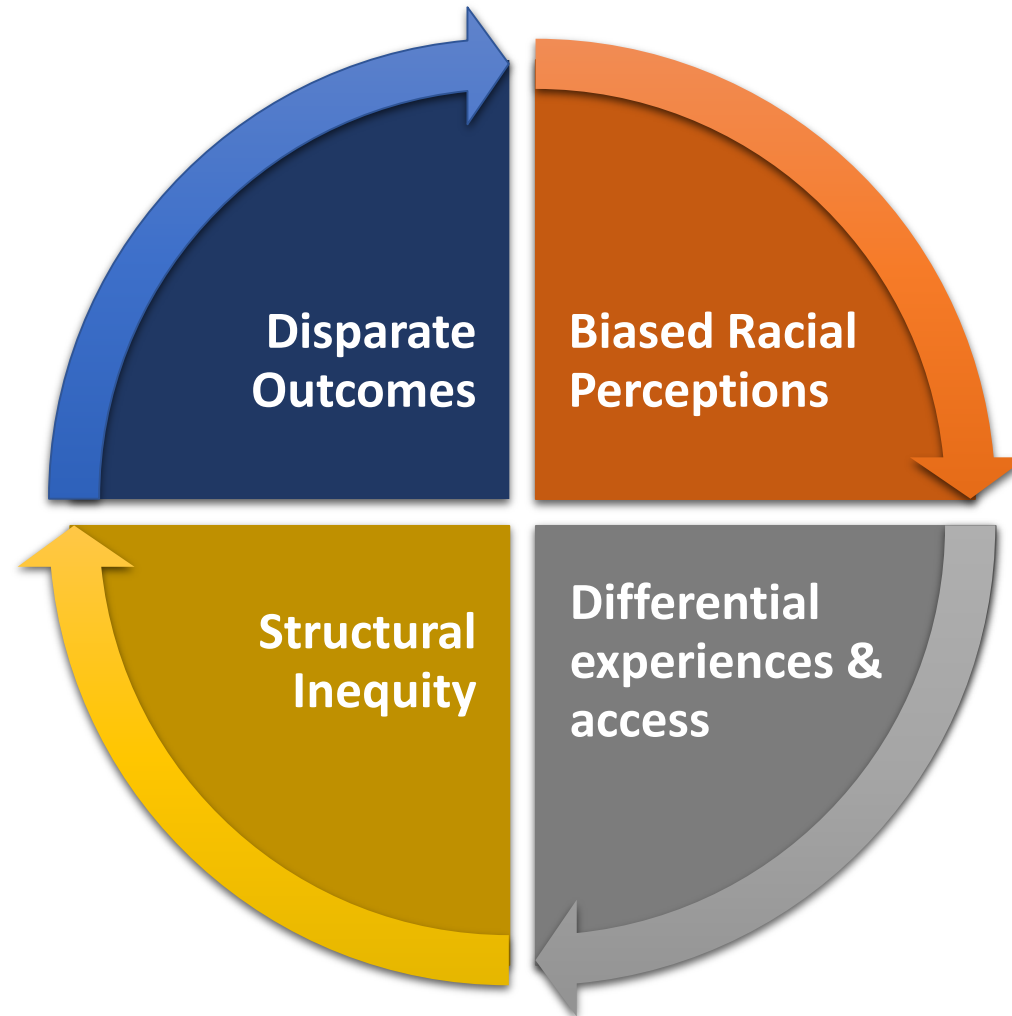
10. Verbally abused

11. Attacked





IMPLICIT BIAS IS ONLY PART OF THE AMERICAN STORY OF INEQUITY

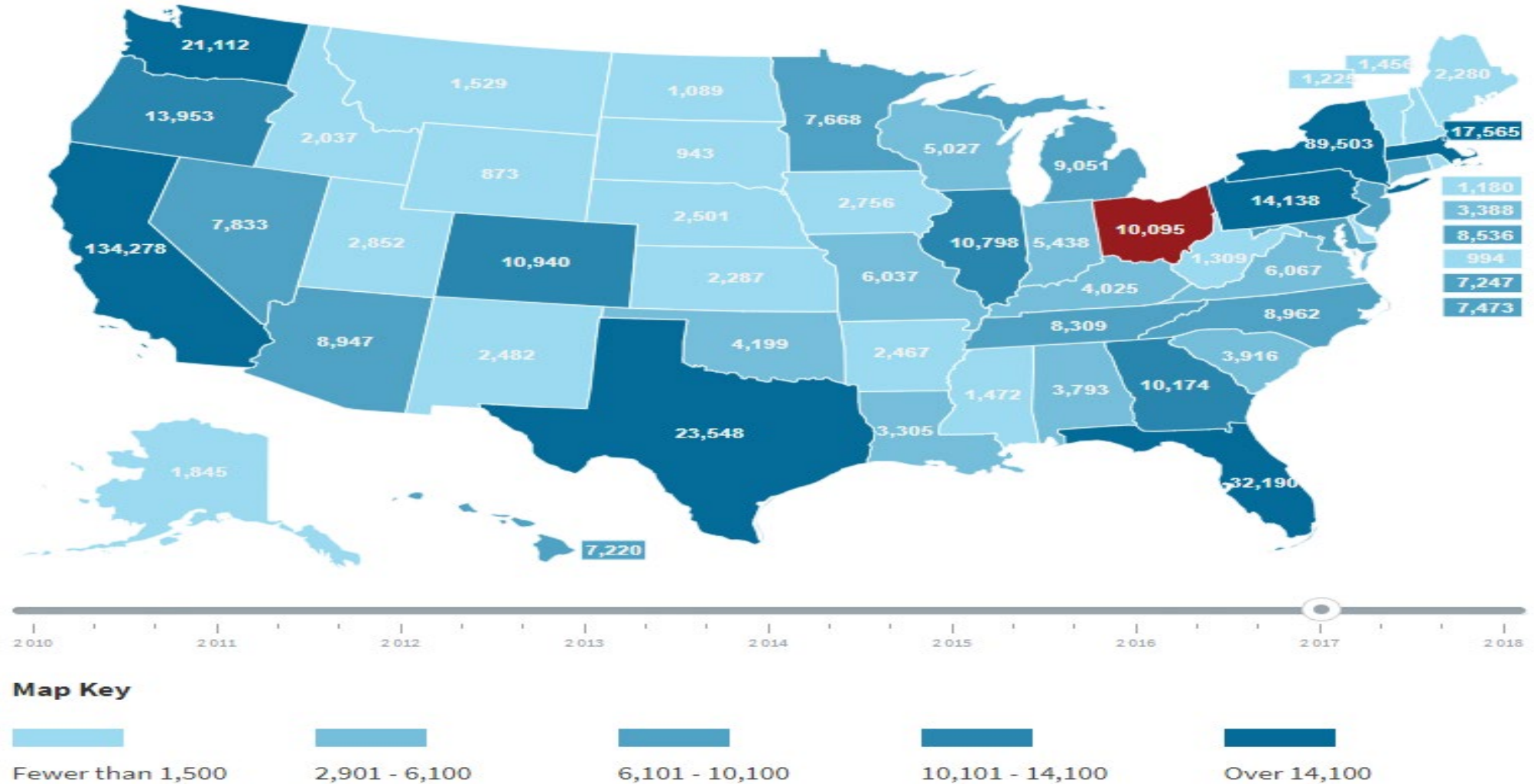


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WHAT ARE SOME STRUCTURAL CAUSES OF HOMELESSNESS?

Total People Experiencing Homelessness



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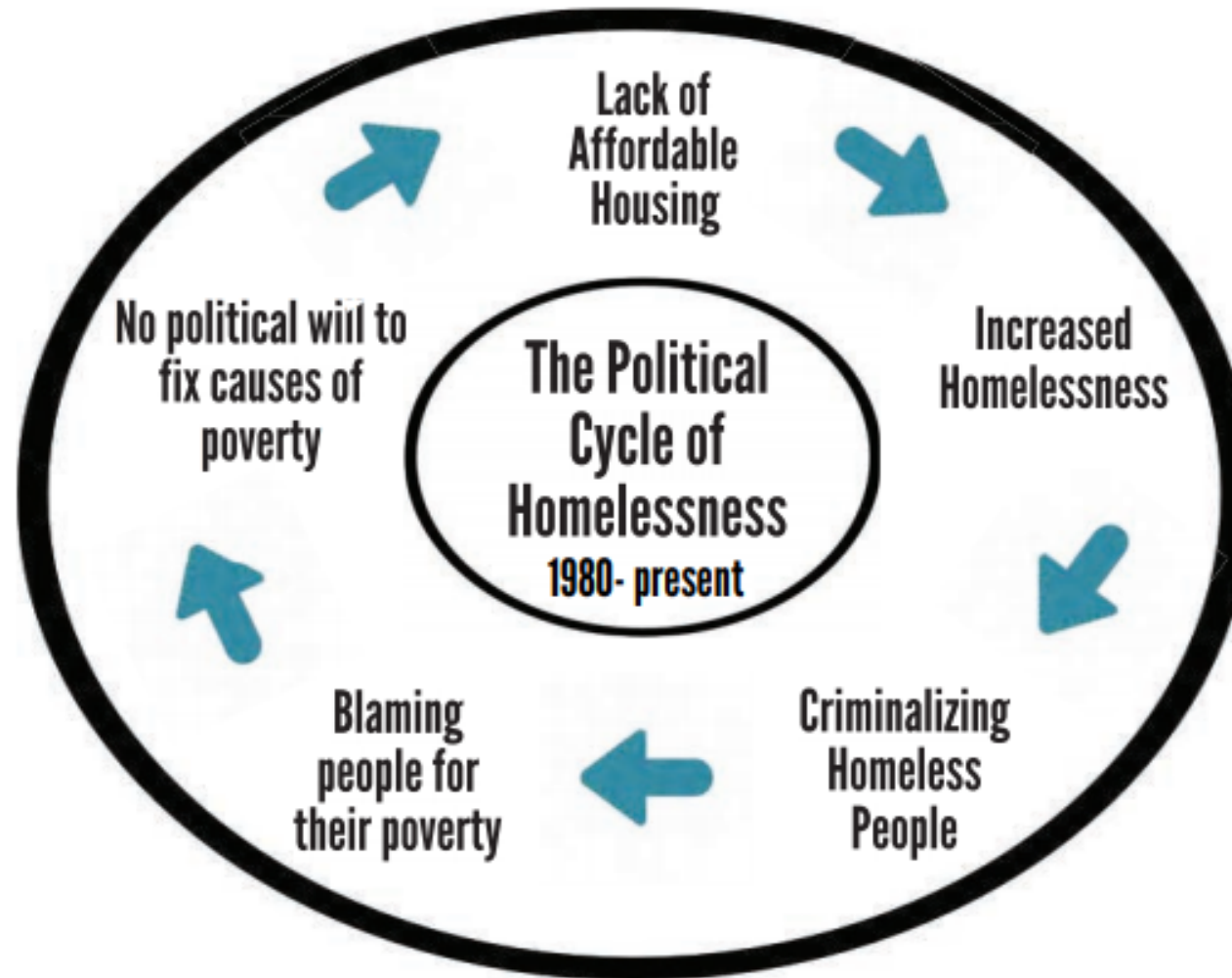
<https://www.usich.gov/homelessness-statistics/oh/>

Examples of municipal codes that criminalize life sustaining behavior include:

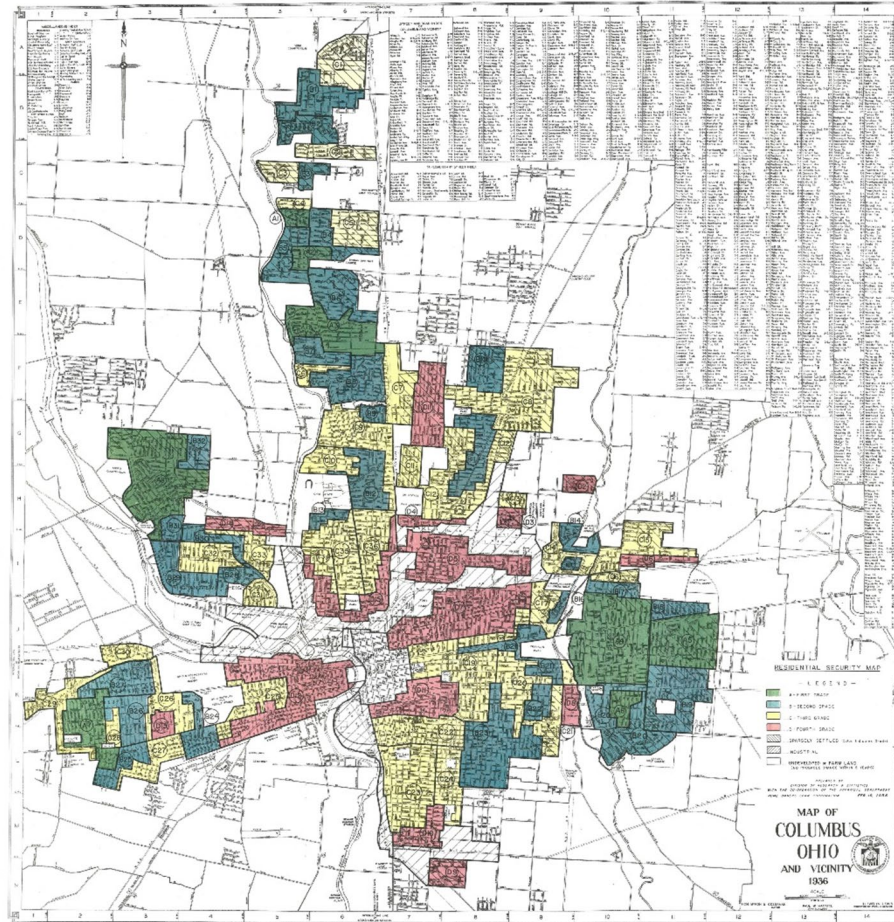
- Laws that prohibit sleeping in public city-wide
- Laws that prohibit sleeping in a particular public place
- Laws that prohibit camping in public city-wide
- Laws that prohibit camping in a particular public space
- Laws that prohibit sitting/lying in a particular public space
- Laws that prohibit lodging, living, or sleeping in vehicles (or parking a vehicle used as a lodging/living accommodation)
- Laws that prohibit loitering/loafing/vagrancy city-wide
- Laws that prohibit loitering/loafing in particular public places
- Laws that prohibit begging in public places
- Laws that prohibit food sharing city-wide or in particular public places (i.e. ban)

WHEN WE CRIMINALIZE THOSE WHO ARE ALREADY IN
VULNERABLE STATES OF BEING, WE CONTINUE TO
PERPETUATE DEHUMANIZING STEREOTYPES





REDLINING: 1930s TO 1970



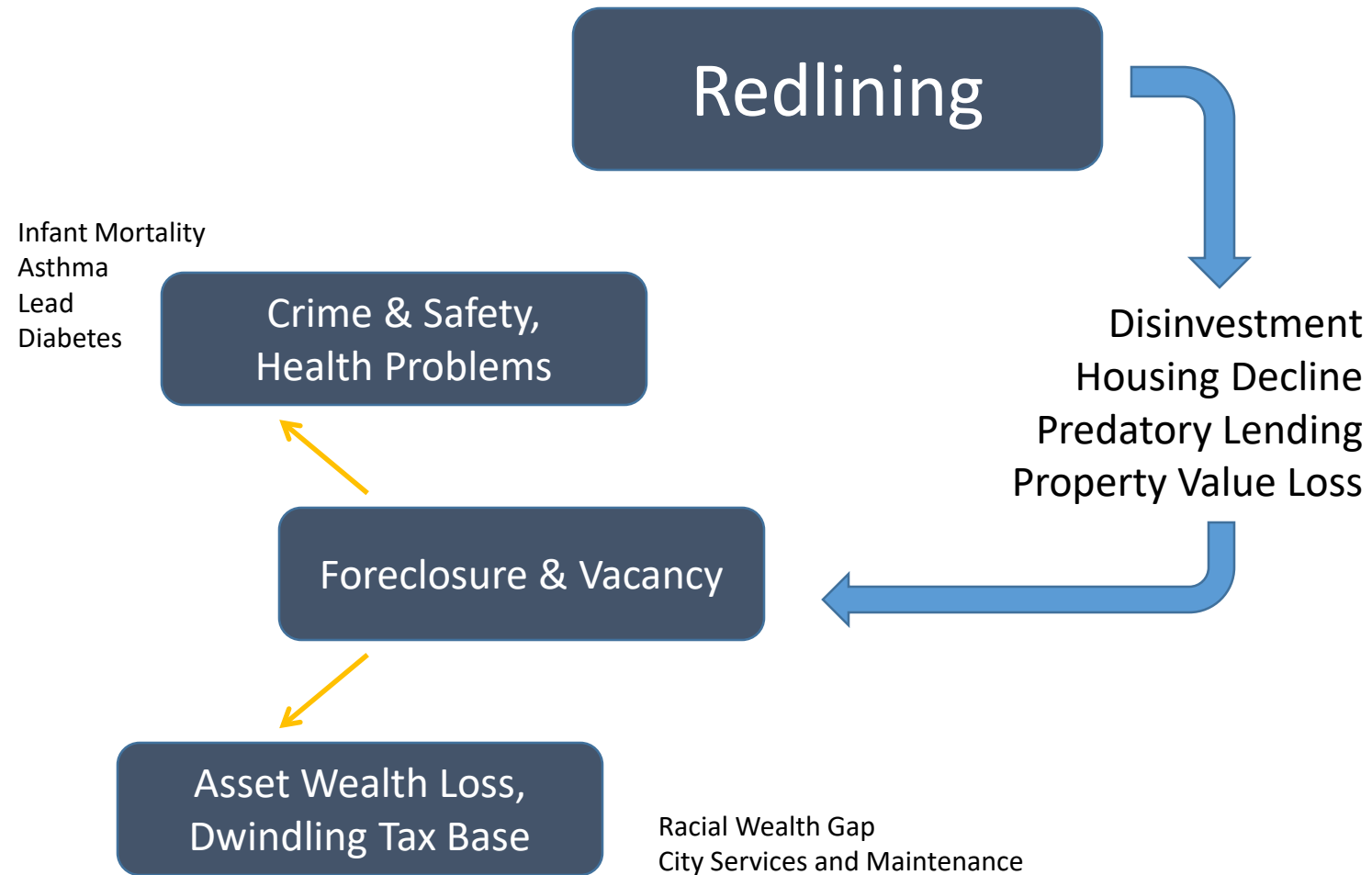
The practice of denying or limiting financial services to certain neighborhoods based on racial or ethnic composition without regard to the residents' qualifications or creditworthiness.

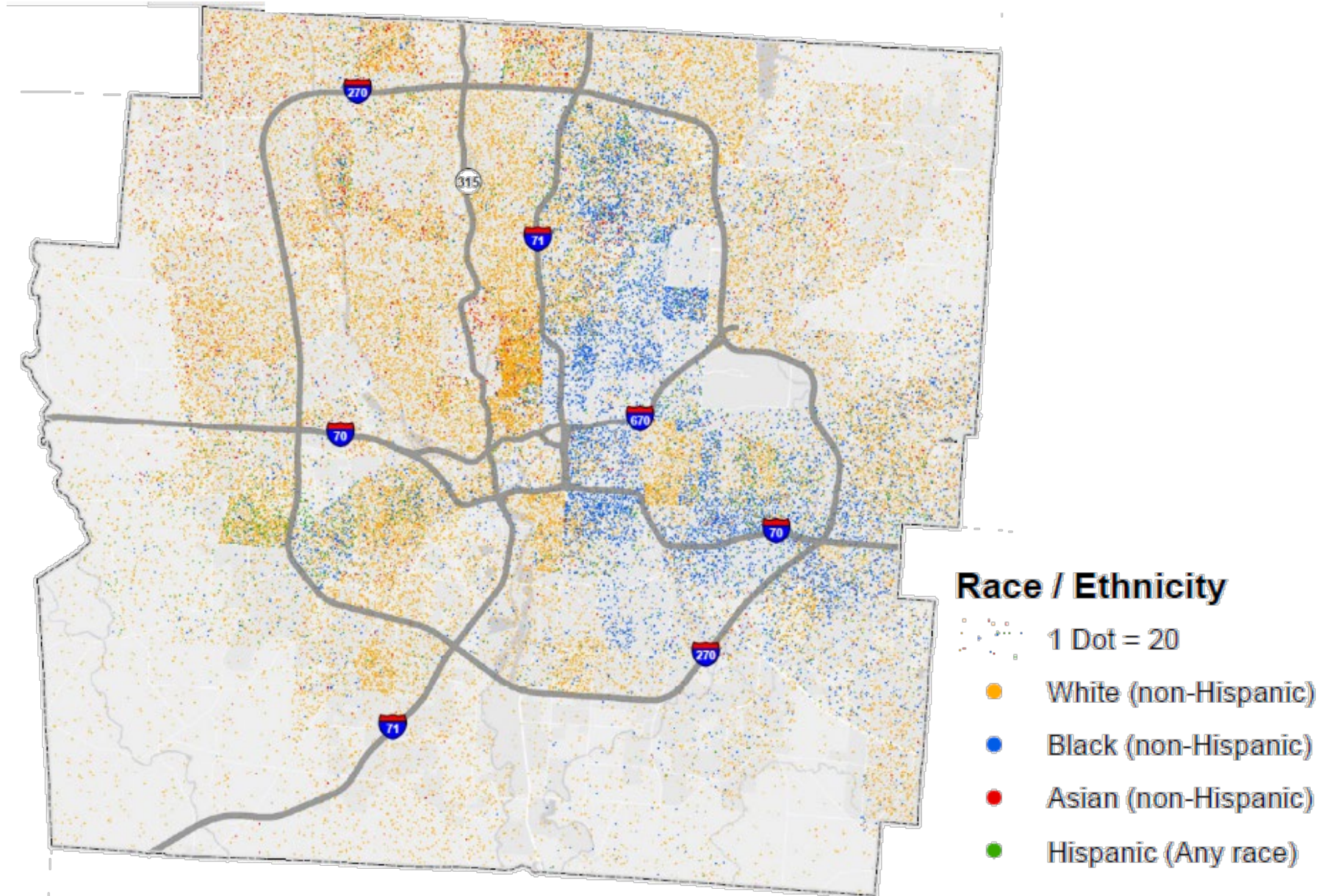


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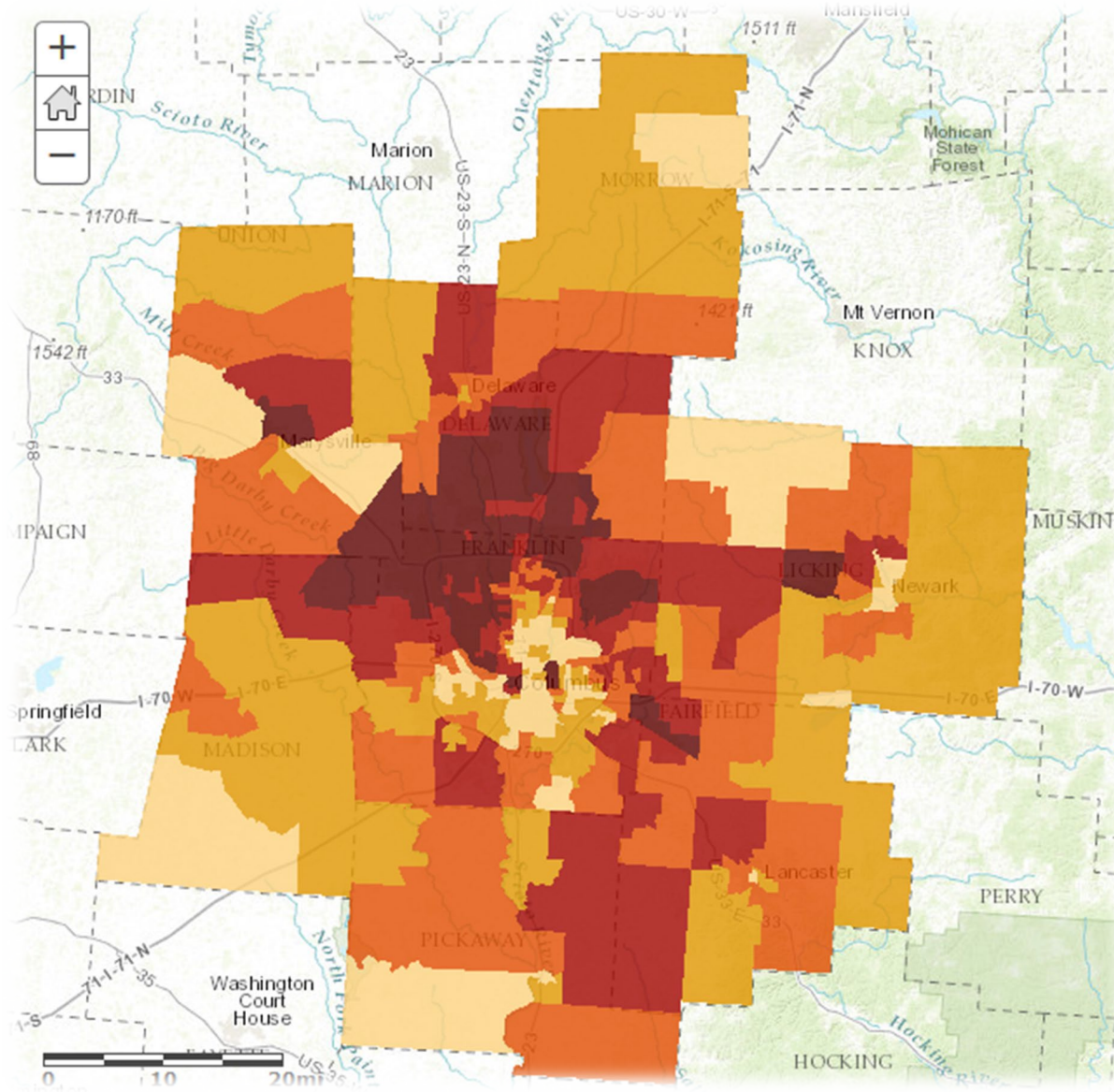
WHY THIS IS RELEVANT TODAY: REDLINING IMPACTS CITIES & RACIAL EQUITY





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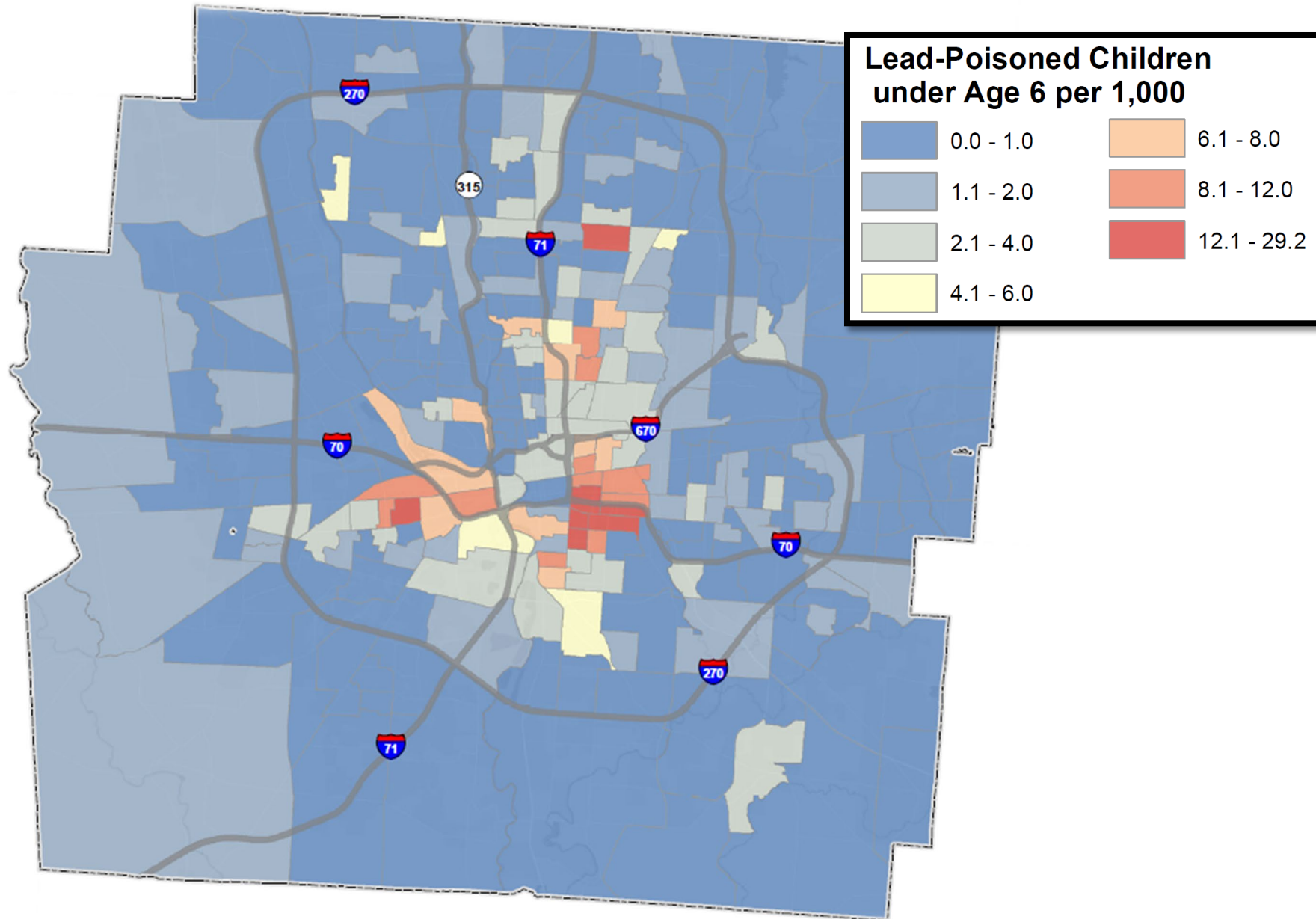
Columbus, OH

Overall Child
Opportunity Index
Categories



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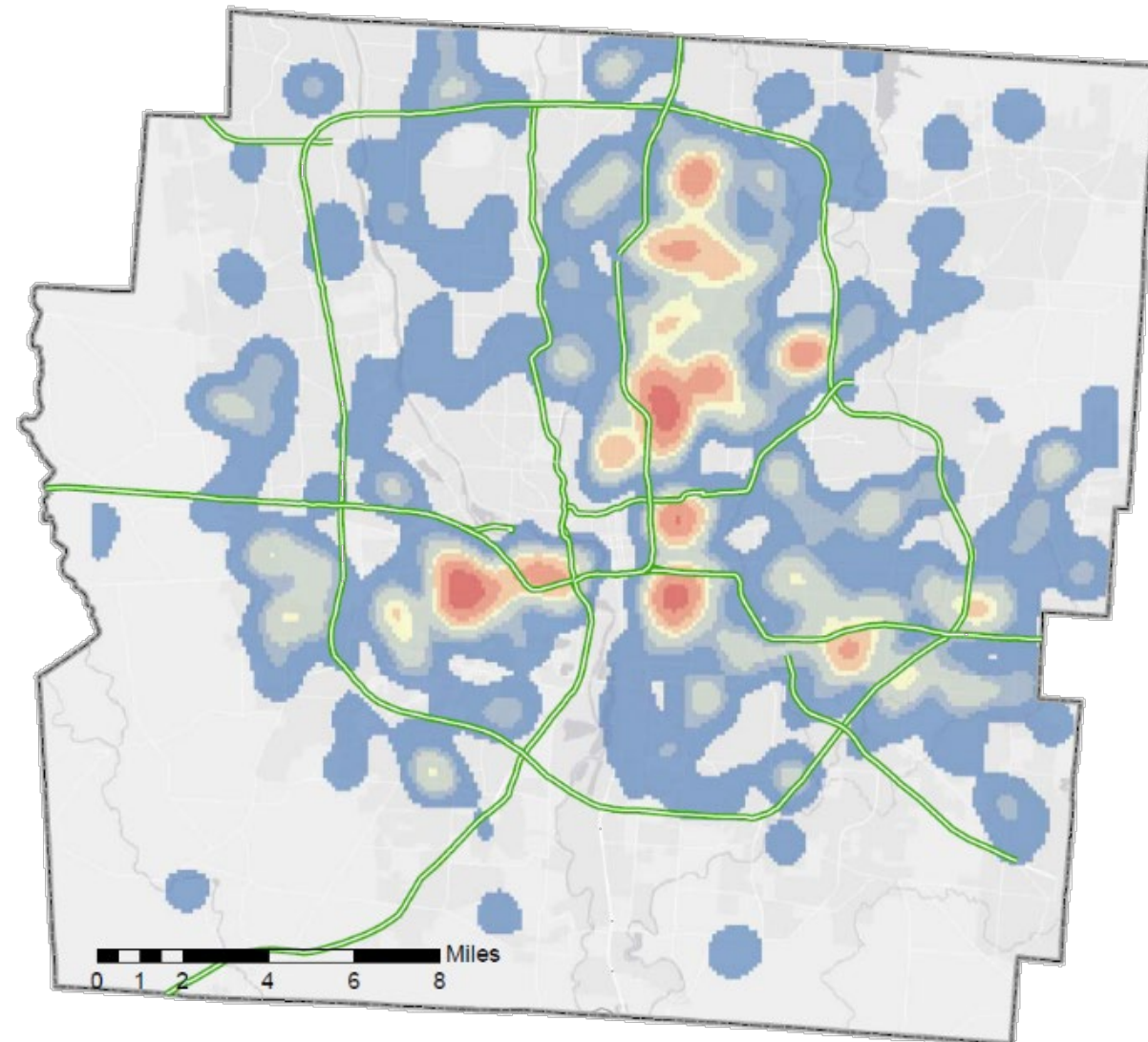
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Ohio Department of Health

Infant Deaths per Square Mile

1-2	2-3	3-5	5-6	6-8	8-11	11-15
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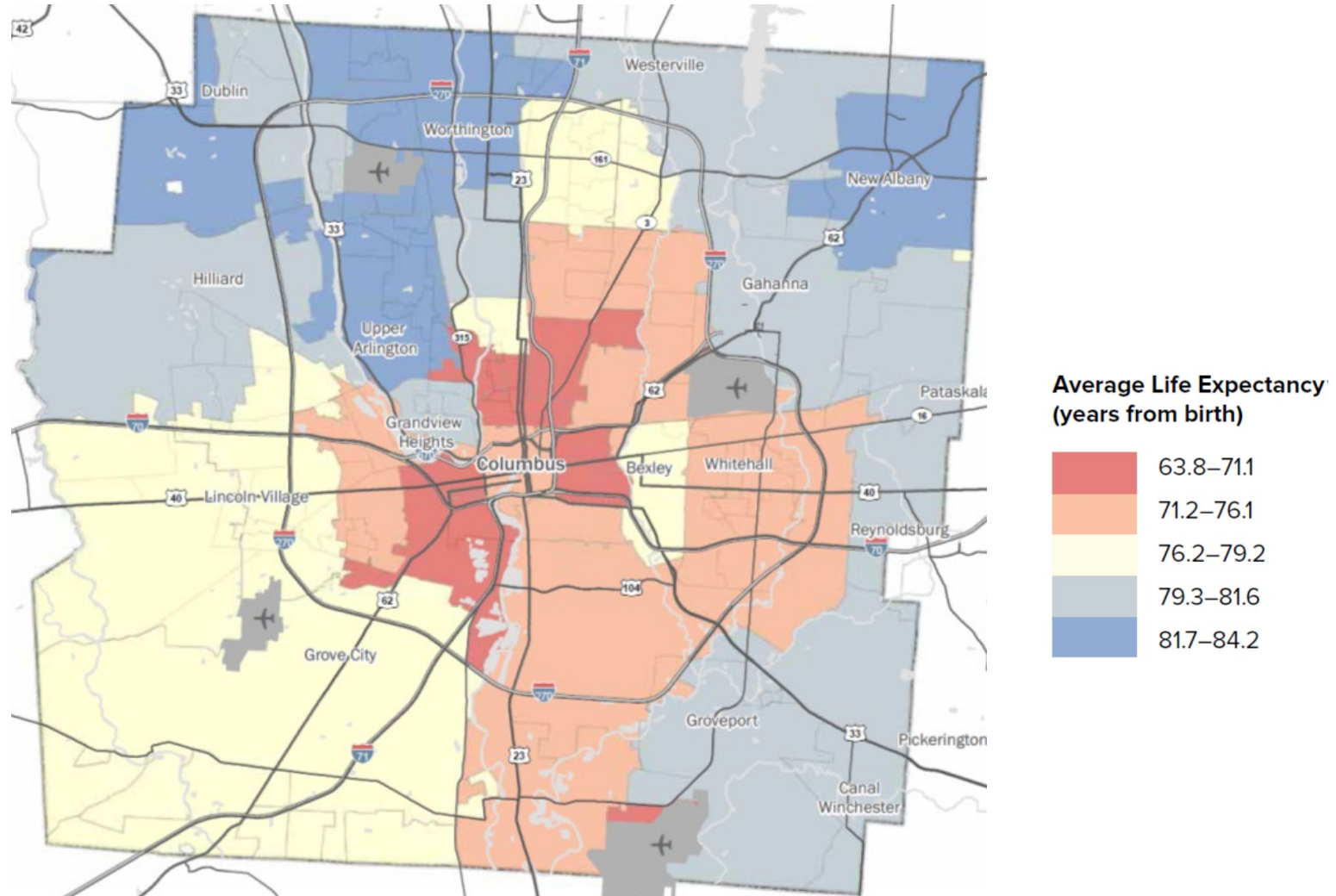


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Ohio Department of Health

LIFE EXPECTANCY

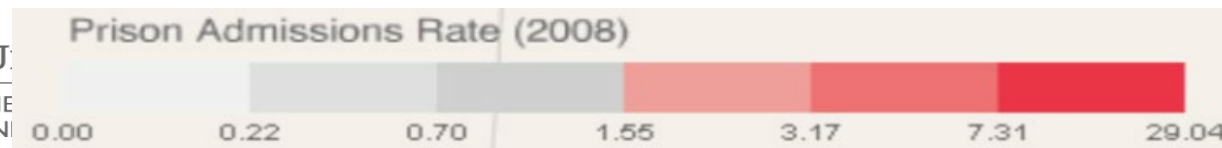
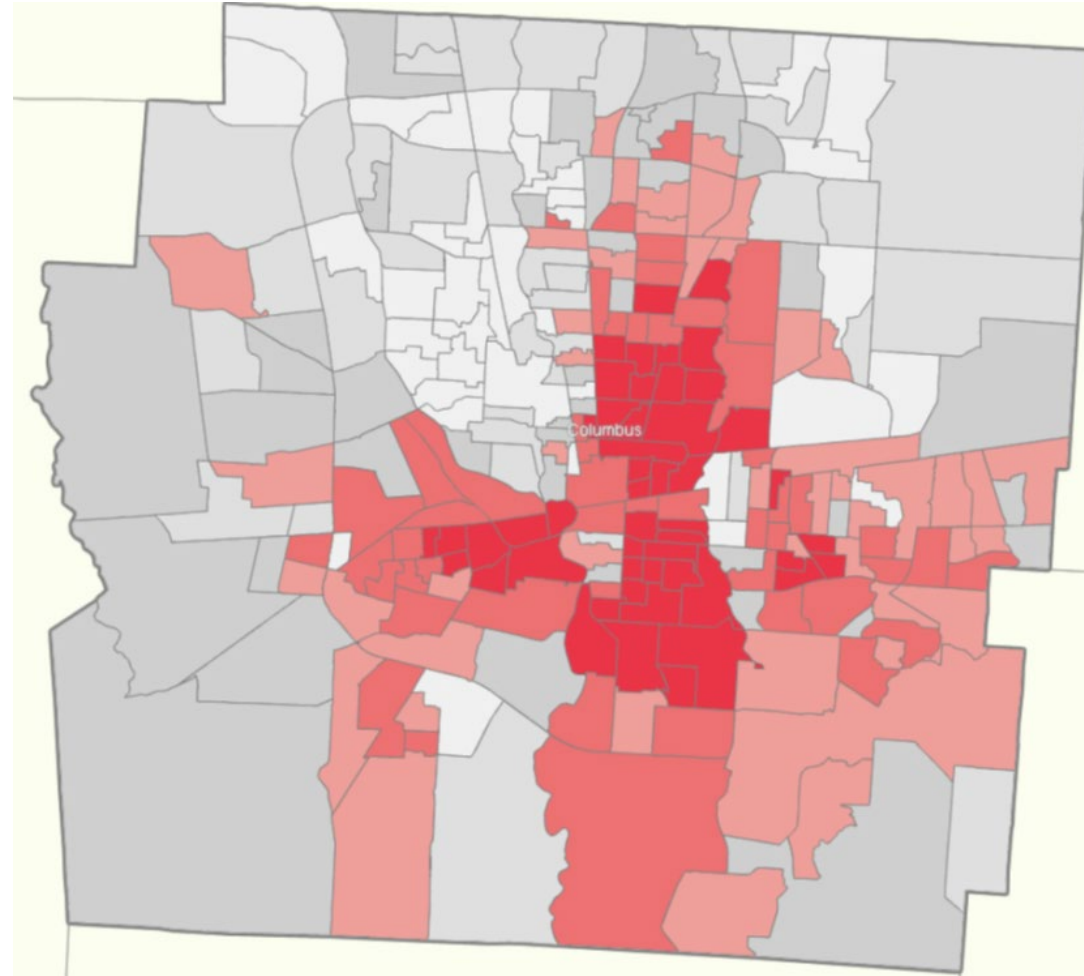


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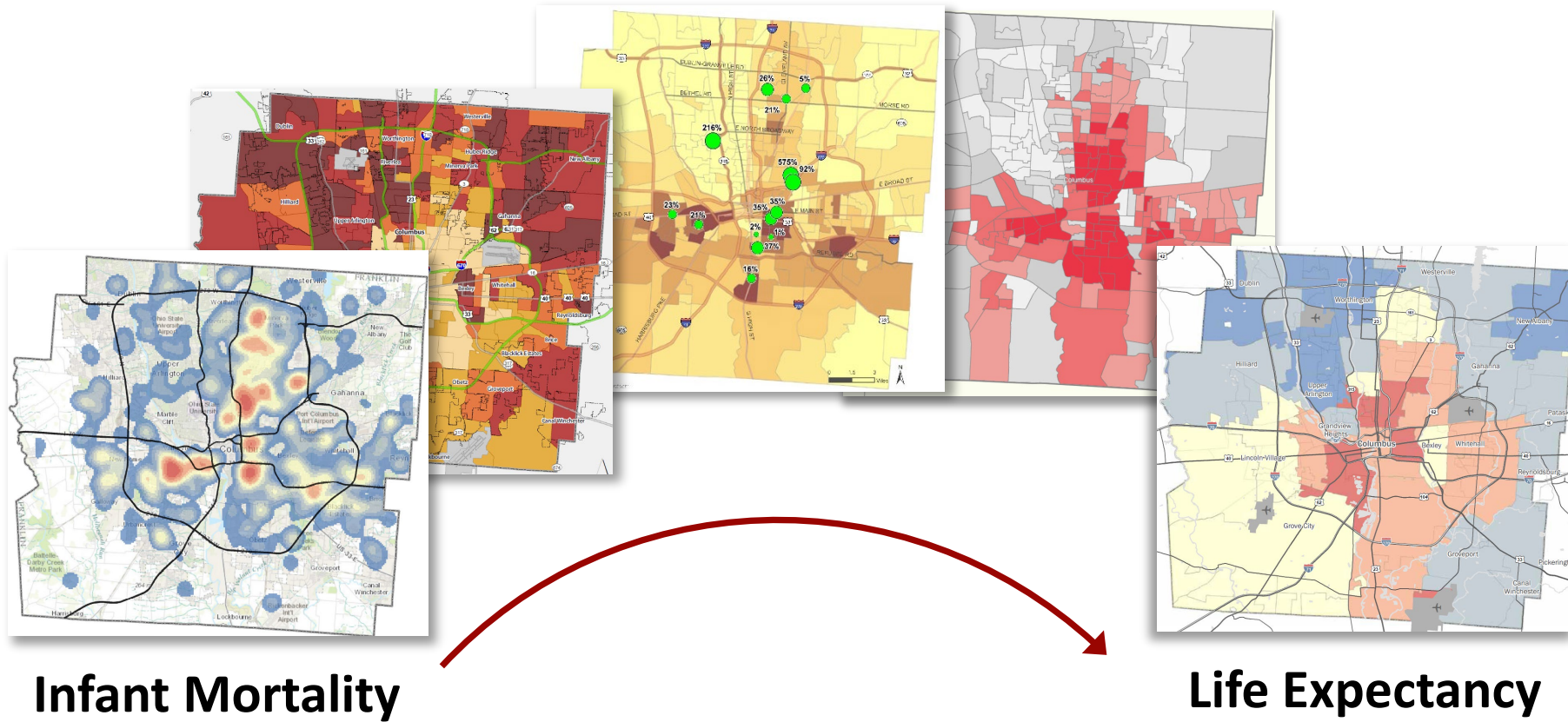
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- Source: Ohio Dept. of Health Vital Statistics 2007-2011, US Census 2010

PRISON ADMISSION RATE



Spatial Inequality: From birth to death



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MOVING FORWARD

Understand and Recognize the direct relationship between historical patterns of discrimination and today's community equity challenges

Implications: Working with Communities

- Living history resonates with community members
 - These are their lived experiences, or those of their parents and grandparents
- Understanding a community's apprehension or mistrust
 - Focus on establishing trust and rebuilding severed relationships and creating new ones.
 - Be intentional about providing resources the community states they need not just what we believe they need.
 - Increase community involvement in decision making.



MOVING FORWARD

Understand and Recognize the direct relationship between historical patterns of discrimination and today's community equity challenges

Implications: Upstream

- Policy's explicit role in shaping community inequities
 - Policy must be a tool to revitalize communities
- Relationship between values, biases and policy
 - Whose values are reflected in our policies today in relation to equity?
- Incentives for restorative investment in communities (policy-driven)
 - What role can COHHIO play in creating community buy in for policy driven Social Justice?



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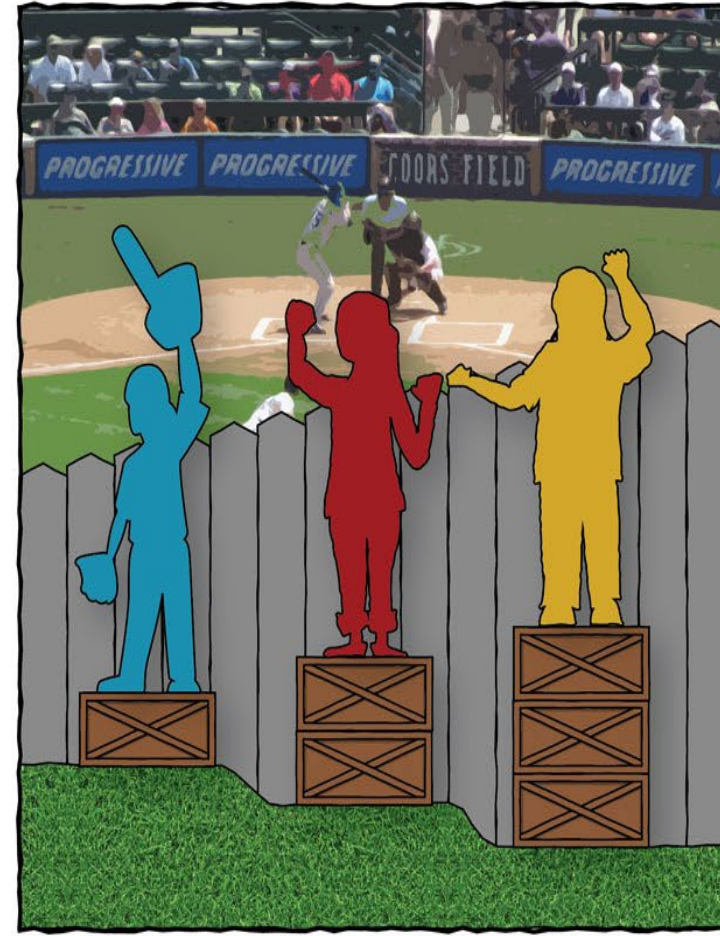


[Image Credit](#)

MOVING BEYOND DIVERSITY AND INCLUSION



EQUALITY



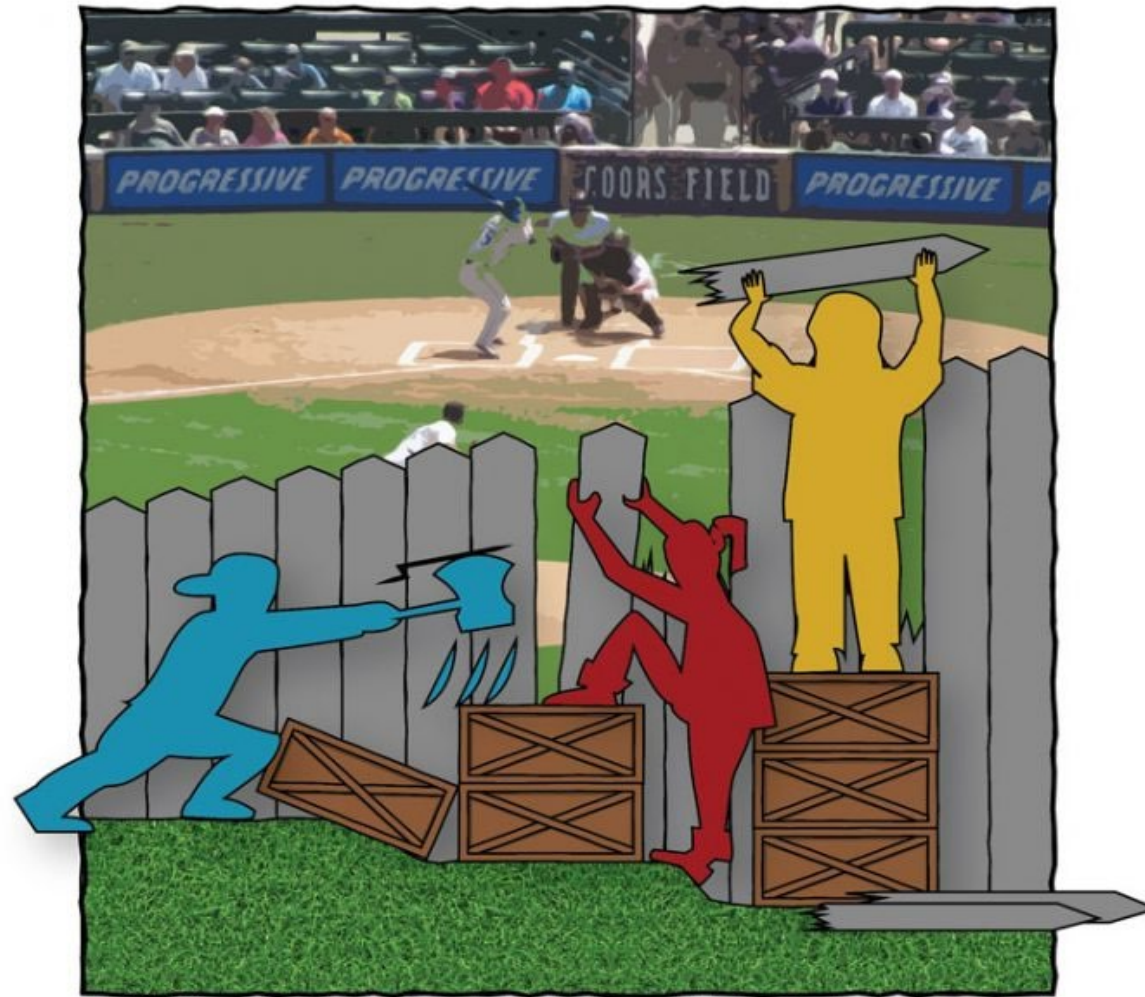
EQUITY



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<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>



JUSTICE



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<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>

DIVERSITY, INCLUSION, EQUITY AND JUSTICE

Diversity vs Equity

Diversity Celebrates...

Increases in numbers that still reflect minoritized status on campus and incremental growth.

Equity Celebrates...

Reductions in harm, revisions to abusive systems and increases in supports for people's life chances as reported by those who have been targeted.



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Adapted from the "Colleges need a language shift, but not the one you think" by Dr. Dafina-Lazarus Stewart in *Inside Higher Ed*.

DIVERSITY, INCLUSION, EQUITY AND JUSTICE

Inclusion vs Justice

Inclusion Celebrates...

Awards for initiatives and credits itself for having a diverse candidate pool.

Justice Celebrates...

Getting rid of practices and policies that were having disparate impacts on minoritized groups.



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Adapted from the "Colleges need a language shift, but not the one you think" by Dr. Dafina-Lazarus Stewart in *Inside Higher Ed*.

DIVERSITY, INCLUSION, EQUITY AND JUSTICE

Inclusion vs Justice

Inclusion Asks...

“Is this environment safe for everyone to feel like they belong?”

Justice Responds...

“Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”



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Adapted from the "Colleges need a language shift, but not the one you think" by Dr. Dafina-Lazarus Stewart in *Inside Higher Ed*.

DIVERSITY, INCLUSION, EQUITY AND JUSTICE

Diversity vs Equity

Diversity Asks...

“Isn’t it separatist to provide funding for safe spaces and separate student centers?”

Equity Responds...

“What are people experiencing on campus that they don’t feel safe when isolated and separated from others like themselves?”



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Adapted from the "Colleges need a language shift, but not the one you think" by Dr. Dafina-Lazarus Stewart in *Inside Higher Ed*.



[Image Credit](#)

CHALLENGING IMPLICIT BIAS

INDIVIDUAL & INSTITUTIONAL STRATEGIES

KNOW YOUR BIASES



Project Implicit®

The 2013 general audience book that fully explains the IAT



PROJECT IMPLICIT SOCIAL ATTITUDES
Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

 E-mail Address [LOGIN](#) [REGISTER](#)

Or, continue as a guest by selecting from our available language/nation demonstration sites:

 United States (English) [GO!](#)

PROJECT IMPLICIT MENTAL HEALTH
Find out your implicit associations about self-esteem, anxiety, alcohol, and other topics! [GO!](#)

PROJECT IMPLICIT FEATURED TASK
Do pets like some groups of people more than others? Tell us your opinion and learn your own implicit attitudes regarding race. [GO!](#)



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implicit.harvard.edu

CHANGE UNWANTED BIASES



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Pascual-Leone, A., Freitas, C., Oberman, L., Horvath, J. C., Halk, M., Eldaief, M., . . . Rotenberg, A. (2011). Characterizing brain cortical plasticity and network dynamics across the age-span in health and disease with TMS-EEG and TMS-fMRI. *Brain Topogr*, 26, 302-315. [Image Credit](#)

"But if I go over there and get to know them as individuals, what am I supposed to do with my stereotypes?"



INTERGROUP CONTACT



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Allport, G. W. (1954). *The Nature of Prejudice*. Cambridge, MA: Addison-Wesley. Peruche, B. M., & Plant, E. A. (2006). The Correlates of Law Enforcement Officers' Automatic and Controlled Race-Based Responses to Criminal Suspects. *Basic and Applied Social Psychology*, 28(2), 193-199.

REDUCE SUSCEPTIBILITY AT KEY DECISION-MAKING MOMENTS

Time Constraints

Compromised Cognitive Control

High Ambiguity

Overconfidence in Objectivity



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UTILIZE DATA

Logging data may be the first way to establish that bias may be an issue and can help inform next steps.

Set clear goals, track progress, & analyze trends



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powell, j. a. (2015). Implicit Bias and Its Role in Philanthropy and Grantmaking. *Responsive Philanthropy*(2). Williamsburg, VA. Blair, I. V., Steiner, J. F., and Havranek, E. P. (2011). "Unconscious (Implicit) Bias and Health Disparities: Where Do We Go From Here?" *The Permanente Journal* 15(2): 71-78

I.N.C.A.S.E. OF BIAS EMERGENCE MODEL



I

INCREASE KNOWLEDGE OF BIAS AND THE EFFECTS OF BIAS

Provide ongoing training for Staff

N

NARRATIVE MANAGEMENT

Debunk single storied and stereotypical narratives of peoples identities and experiences by increasing awareness of counter narratives

C

CULTURAL HUMILITY

Actively practice being culturally humble and make the lifelong commitment to developing cultural humility

A

ACTIVE BYSTANDER

Identify the Emergence of Bias. Decide to address the situation. Speak Out. Follow up.

S

SAFE SPACES

Create spaces where people can safely, in the context of their identity, engage in courageous conversations and trans-formative dialogue

E

EMPOWERMENT

Empower people to be brave, live in and speak their truth and ensure they have the resources to act against bias.

"You have to act as if it were possible to radically transform the world. And you have to do it all the time." -Angela Davis



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BE AN ACTIVE BYSTANDER



IDENTIFY the emergence of bias
DECIDE to address the situation
SPEAK OUT
FOLLOW UP



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CONTINUALLY CREATE AN INCLUSIVE ENVIRONMENT

COHHIO

Coalition on Homelessness and Housing in Ohio



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*“If you always think what you always thought,
you will always do what you’ve always done.*

*If you always do what you’ve always done,
you will always get what you’ve always got.*

*If you always get what you’ve always got,
you will always think what you’ve always thought.”*

THINK Different | DO Different | GET Different



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QUESTIONS AND ANSWERS

I.N.C.A.S.E. OF BIAS EMERGENCE MODEL


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INCREASE KNOWLEDGE OF BIAS AND THE EFFECTS OF BIAS

Provide ongoing training for Staff

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Debunk single storied and stereotypical narratives of peoples identities and experiences by increasing awareness of counter narratives

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Actively practice being culturally humble and make the lifelong commitment to developing cultural humility

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ACTIVE BYSTANDER

Identify the Emergence of Bias. Decide to address the situation. Speak Out. Follow up.

S

SAFE SPACES

Create spaces where people can safely, in the context of their identity, engage in courageous conversations and trans-formative dialogue

E

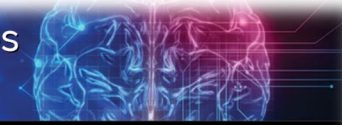
EMPOWERMENT

Empower people to be brave, live in and speak their truth and ensure they have the resources to act against bias.

"You have to act as if it were possible to radically transform the world. And you have to do it all the time." -Angela Davis

Implicit Bias Module Series

KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY



Introduction Video

OVERVIEW

MODULE 1

MODULE 2

MODULE 3

MODULE 4

FINAL THOUGHTS

From the nation's leading experts on **implicit bias**



Additional Resources



Virtual Training. Being an Active Bystander

Watch later

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