



# EmployIndy

Increasing awareness of  
the gap between  
social thoughts and actions

# Learning Objective

- ★ Define implicit bias
- ★ Discuss implicit bias and its impact on decision making in the work place and educational settings
- ★ Discuss strategies to effectively address implicit bias and the facilitation of culturally responsive school environments



# House Rules

- ★ Listen Actively
- ★ Be aware of your body language
- ★ Seek understanding not agreement
- ★ No personal attacks
- ★ Refrain from generalizing
- ★ Everyone's experience is valid



# What is Implicit Bias?

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible.

<http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-SOTS-final-draft-02.pdf>



# Key Characteristics

- ★ Unconscious and automatic
- ★ Pervasive
- ★ Do not always align with explicit bias
- ★ Have real-world effects on behavior
- ★ Are malleable

<http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-SOTS-final-draft-02.pdf>



# Implicit Bias is not only race based

- ★ Socio-Economic
- ★ Education
- ★ Gender
- ★ Perceived Sexual Identity
- ★ Disabilities
- ★ Voice and speech patterns
- ★ Clothes
- ★ Etc...



# We all do it

- ★ Influenced by our background, cultural environment and personal experiences
- ★ Biased media representations
- ★ Social experiences
- ★ Repeated exposure to stereotypical associations and prejudices which become automated in our long-term memory



# Discussion

- ★ Who we help ?
  - ★ <https://www.nytimes.com/video/us/100000004818668/check-our-bias-to-wreck-our-bias.html>
- ★ How do you define help in your profession?
- ★ What are the characteristics of a student who deserves to be helped?
- ★ When do you decided to stop helping?
- ★ Why does this matter?





# Brian's ABE experience

- ★ East St. Louis Community College
- ★ All black classroom
- ★ Majority living with a social stigma
- ★ My Biases



# What to do about it?

- ★ Educate yourself
  - ★ Take the Implicit Association Test (IAT) at [Implicit.Harvard.edu](http://Implicit.Harvard.edu)
  - ★ Study history and look for connections between the past and the current realities of inequality
- ★ Take Action
  - ★ Seek people who run counter to stereotypic views
  - ★ Increase contact with groups outside of your own demographics
- ★ Be Accountable
  - ★ When confronted with bias, take time to examine your actions or beliefs
  - ★ Think about how you would explicitly justify your actions to another person



# Additional Resources

- ★ Facebook Managing Unconscious Bias  
<https://managingbias.fb.com/>
- ★ Google's unconscious bias training  
<https://rework.withgoogle.com/guides/unbiasing-raise-awareness/steps/introduction/>
- ★ Kirwan Institute  
<http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>
- ★ Kirwan Institute and MTV, 7 day bias cleanse  
<http://www.lookdifferent.org/what-can-i-do/bias-cleanse>
- ★ Through the Wormhole: Are we all bigots?  
<https://www.youtube.com/watch?v=KVVaRJ5pCAw>

