

IMPLICIT BIAS

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A REMINDER: WHAT IS IMPLICIT BIAS?

From <https://ideas-in-action.lbl.gov/diversity/implicit-bias>:

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

There are **two types** of biases:

1. Conscious bias (also known as explicit bias) and
2. Unconscious bias (also known as implicit bias)

It is important to note that **biases, conscious or unconscious, are not limited to ethnicity and race**. Though racial bias and discrimination are well documented, biases may exist toward any social group. One's age, gender, gender identity physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.

Implicit biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Implicit bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. **Certain scenarios can activate unconscious attitudes and beliefs**. For example, biases may be more prevalent when multi-tasking or working under time pressure.

WHY DISCUSS IMPLICIT BIAS NOW?

The NSD IDEA council has presented on bias (implicit and otherwise) multiple times in the past

- [Bias and its Extremes - May 17, 2022](#)
- [Implicit Bias: Part 2 - Taking Our Next Steps - June 30, 2020](#)
- [Implicit Bias: Part 1 - Building Awareness - June 16, 2020](#)

The thing about implicit bias is that it's unconscious – so the best of intentions and a slide or two do not resolve concerns for its impact.

Fighting implicit bias requires each of us to actively be aware and vigilant of our own thoughts and actions.

The PMP process time (now!) is a good time to remind us all of our own potential biases, and actions we can take to remove bias as much as is possible.

IMPLICIT BIAS AND PMP

Self Assessments

- We can and do have biases about ourselves, and how others see us – this can seriously impact how we talk about ourselves in the PMP process
- The words (verbs and adjectives) we choose also reflect our implicit biases about ourselves - ‘I lead’ vs. ‘I helped’...
- Self-assessments are intended to be a chance to convey the work done and raise issues to be discussed - but we should **not assume what others know** or think - be complete!
- Re-read your self-assessment before submitting and critically consider if the message(s) being conveyed are accurate

Supervisor Reviews

- Implicit bias impacts every single review to some degree
- Consider reviewing the resources at [Harvard Project Implicit](#) prior to working on PMP reviews to bring this to the front of your mind and enhance your self-awareness
- As in self-assessments, **consider word choice and the implications** of specific wording to the message conveyed. Consider also what you’re focusing on for individual employees - ‘soft’ skills vs. technical skills?
- Stepping away for a period and re-reading your assessment before submitting can provide the distance to critically review your own assessments for unintended biases

LAST COMMENT

From slide 2:

- Implicit bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain **scenarios can activate unconscious attitudes** and beliefs. For example, **biases may be more prevalent when multi-tasking or working under time pressure.**

⇒ Working on PMP steps early, and dedicating the time required is key to a fair, unbiased and useful process.

Volunteer at the Lab Booth at the Pride Festival

[Saturday, June 24th, booth volunteer portal](#)

Help decorate the float for the Pride Parade

[Sunday, June 25th, float decorator volunteer portal](#)

Represent LBNL and March in the Pride Parade

[Sunday, June 25th, parade marcher
volunteer portal](#)

IDEA RESOURCES

NSD IDEA Council resources

- [URM Job Posting funding](#)
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards “50 ways to fight bias”](#)

Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov