

Implicit Bias

Part 1: Building awareness

NSD DEI Council
16 June 2020

Mark Bandstra
Heather Crawford
Tom Gallant
Ernst Sichtermann

What is implicit bias?



From <https://ideas-in-action.lbl.gov/topics/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.

There are two types of biases:

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

A substantial amount of research has been published demonstrating impact of implicit bias in various domains including the **criminal justice system, education, and health/health care**... Bias may have an impact on: **hiring**, and **mentoring** and may contribute to **healthcare disparities**.

A personal story about implicit bias

“Children interrupt BBC News interview” - March 2017



Consciously my assumption did not make any sense.

Harmless, but what if I made an implicit judgment about someone in a hiring situation, or on a performance review?

<https://www.projectimplicit.net>

“Project Implicit is a non-profit organization and international collaborative network of researchers investigating **implicit social cognition - thoughts and feelings that are largely outside of conscious awareness and control**. Project Implicit is the product of a team of scientists whose research produced new ways of understanding attitudes, stereotypes and other hidden biases that influence perception, judgment, and action.

“Project Implicit translates that academic research into practical applications for addressing diversity, improving decision-making, and increasing the likelihood that practices are aligned with personal and organizational values.”

Main reference for their approach:

Nosek, B. A., Smyth, F. L., Hansen, J. J., Devos, T., Lindner, N. M., Ratliff (Ranganath), K. A., Smith, C. T., Olson, K. R., Chugh, D., Greenwald, A. G., & Banaji, M. R. (2007). Pervasiveness and correlates of implicit attitudes and stereotypes. European Review of Social Psychology, 18, 36-88.

<https://implicit.harvard.edu/implicit/takeatest.html>



Project Implicit®

LOG IN

TAKE A TEST

ABOUT US

EDUCATION

BLOG

HELP

CONTACT US

DONATE

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

Religion IAT

Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Gender-Science IAT

Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Arab-Muslim IAT

Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions

<https://implicit.harvard.edu/implicit/takeatest.html>



Project Implicit®

LOG IN

TAKE A TEST

ABOUT US

EDUCATION

BLOG

HELP

CONTACT US

DONATE

Weight IAT

Weight ('**Fat - Thin**' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

Religion IAT

Religion ('**Religions**' IAT). This IAT requires some familiarity with religious terms from various world religions.

Age IAT

Age ('**Young - Old**' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Race IAT

Race ('**Black - White**' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Gender-Science IAT

Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Sexuality IAT

Sexuality ('**Gay - Straight**' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Arab-Muslim IAT

Arab-Muslim ('**Arab Muslim - Other People**' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions

Implicit Association Test - How does it work?

After a brief introduction and questionnaire, you will be shown the items you will be asked to match:

Implicit Association Test

Next, you will use the 'E' and 'I' computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Male	Ben, Paul, Daniel, John, Jeffrey
Female	Rebecca, Michelle, Emily, Julia, Anna
Career	Career, Corporation, Salary, Office, Professional, Management, Business
Family	Wedding, Marriage, Parents, Relatives, Family, Home, Children

There are seven parts. The instructions change for each part. Pay attention!

Continue

Implicit Association Test - How does it work?

Then you will be presented with your first matching task:

Press "E" for

Family

Press "I" for

Career

Part 1 of 7

Put a left finger on the **E** key for items that belong to the category **Family**.
Put a right finger on the **I** key for items that belong to the category **Career**.
Items will appear one at a time.

If you make a mistake, a red **X** will appear. Press the other key to continue.
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Implicit Association Test - How does it work?



You need to quickly select which category the item belongs in

Press "E" for
Family

Press "I" for
Career

Home

If you make a mistake, a red **X** will appear. Press the other key to continue.

Implicit Association Test - How does it work?

You need to quickly select which category the item belongs in

Press "E" for
Family

Press "I" for
Career

Office

If you make a mistake, a red **X** will appear. Press the other key to continue.

Implicit Association Test - How does it work?

And your second matching task:

Press "E" for

Male

Press "I" for

Female

Part 2 of 7

Put a left finger on the **E** key for items that belong to the category **Male**.

Put a right finger on the **I** key for items that belong to the category **Female**.

If you make a mistake, a red **X** will appear. Press the other key to continue.

Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Implicit Association Test - How does it work?

Again, quickly choose which category the item belongs in

Press "E" for
Male

Press "I" for
Female

Michelle

If you make a mistake, a red **X** will appear. Press the other key to continue.

Implicit Association Test - How does it work?

After that the matching happens for combined categories:

Press "E" for

Male

or

Family

Press "I" for

Female

or

Career

Part 3 of 7

Use the **E** key for **Family** and for **Male**.

Use the **I** key for **Career** and for **Female**.

Each item belongs to only one category.

If you make a mistake, a red **X** will appear. Press the other key to continue.

Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Implicit Association Test - How does it work?

You must make quick decisions about which of the two sets of categories the item belongs to

Press "E" for

Male

or

Family

Press "I" for

Female

or

Career


Management

If you make a mistake, a red **X** will appear. Press the other key to continue.

Implicit Association Test - How does it work?

And later they switch the category combinations:

Press "E" for
Male
or
Career



Press "I" for
Female
or
Family

Part 6 of 7

Use the **E** key for **Career** and for **Male**.
Use the **I** key for **Family** and for **Female**.
Each item belongs to only one category.

If you make a mistake, a red **X** will appear. Press the other key to continue.
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Implicit Association Test - How does it work?



And later they switch the category combinations:

Press "E" for
Male
or
Career

Press "I" for
Female
or
Family

Home

If you make a mistake, a red **X** will appear. Press the other key to continue.

At the end you are presented with your performance and more information

Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized Male and Female words with Career and Family.

During the IAT you just completed:

Your responses suggested a strong automatic association for Male with Career and Female with Family.

Not in line with my conscious values

Your result is described as an "Automatic association for Male with Career and Female with Family" if you were faster responding when *Career* and *Male* are assigned to the same response key than when *Career* and *Female* were classified with the same key. Your score is described as an "Automatic association for Female with Career and Male with Family" if the opposite occurred.

Your automatic preference may be described as "slight", "moderate", "strong", or "no preference". This indicates the *strength* of your automatic preference.

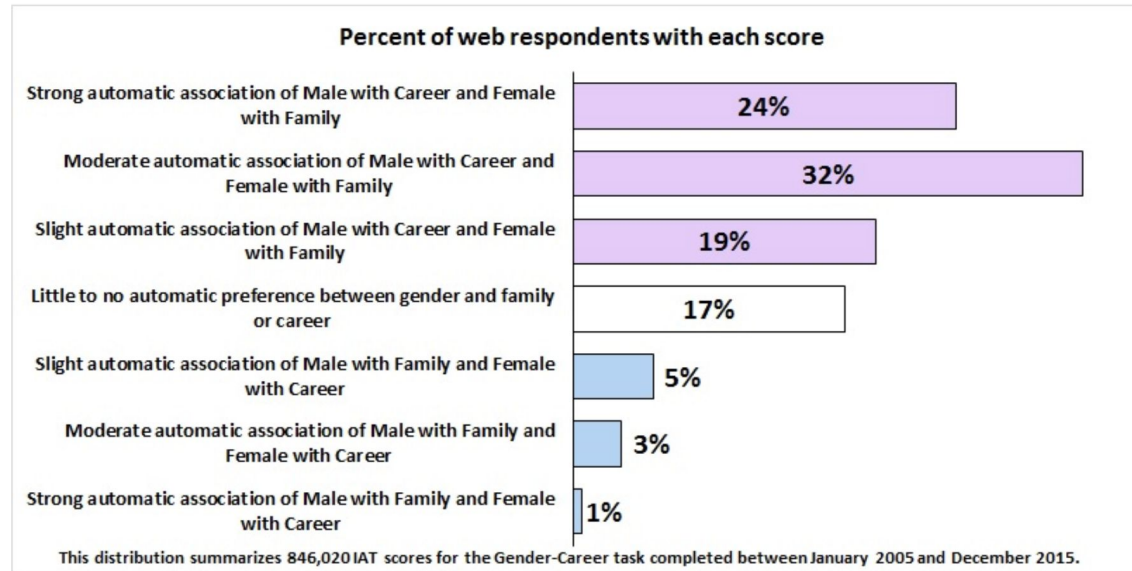
The IAT requires a certain number of correct responses in order to get results. If you made too many errors while completing the test you will get the feedback that there were too many errors to determine a result.

Implicit Association Test - How does it work?

At the end you are presented with your performance and more information

Other People's Results

The summary of other people's results shows that most people implicitly associate male with career - i.e., they are faster sorting when career words and male words go with the same key. Notably, about a third of the people included in this graph report associating the two groups equally with the concepts of career and family.



Please note: the IAT is a tool for building awareness of implicit bias. It may be helpful for you, or it might not be helpful to you. Either way, please reflect on your own implicit biases and ways to mitigate their effects (the subject of a future talk).

IDEAS in Action - Implicit Bias

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

IDEAS in Action - Implicit Bias - Learning & Resources

- <https://ideas-in-action.lbl.gov/topics/implicit-bias/implicit-bias-learning-resources>

UC Managing Implicit Bias Certificate

- Six 30-minute videos available through the UC Learning Center
- “Those who complete all six courses will receive a certificate in Managing Implicit Bias and their coursework will count towards completion of the UC People Management Series and Certificate”

Activity before the next staff meeting:

<https://implicit.harvard.edu/implicit/takeatest.html>

Please take the **Gender-Science** and **Race (Black-White)** IATs and, if you're willing, report your results at [this link](#) which will be in the chat. Results are **anonymous** and may be presented in aggregate at a future staff meeting.

You can also submit the results of any additional tests you wish to take.