Implicit Bias

Part 1: Building awareness

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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.
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?
“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:

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

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 ('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. This IAT often reveals a relative link between liberal arts and females and between science and males.

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

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 ('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.
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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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Ben, Paul, Daniel, John, Jeffrey</td>
</tr>
<tr>
<td>Female</td>
<td>Rebecca, Michelle, Emily, Julia, Anna</td>
</tr>
<tr>
<td>Career</td>
<td>Career, Corporation, Salary, Office, Professional, Management, Business</td>
</tr>
<tr>
<td>Family</td>
<td>Wedding, Marriage, Parents, Relatives, Family, Home, Children</td>
</tr>
</tbody>
</table>

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

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

If you make a mistake, a red X will appear. Press the other key to continue.
Implicit Association Test - How does it work?

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).
Opportunities to learn more

IDEAS in Action - Implicit Bias

- [https://ideas-in-action.lbl.gov/topics/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](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](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](https://implicit.harvard.edu/implicit/takeatest.html) 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.