Implicit Bias

Part 2: Taking our next steps

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Recap: 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**.
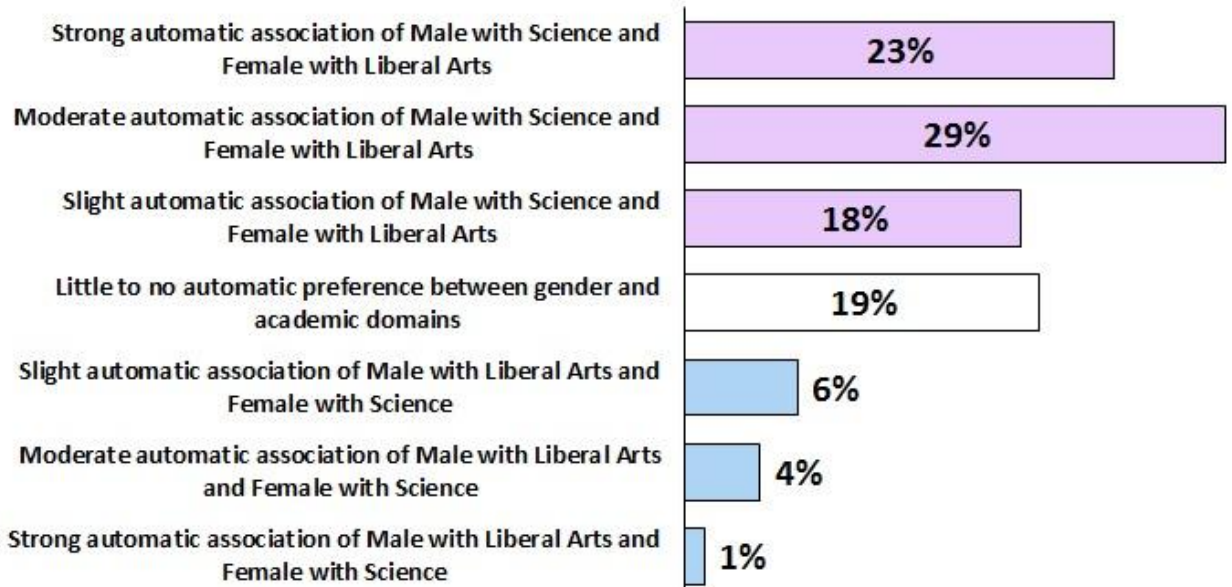
Implicit bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values.

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**.
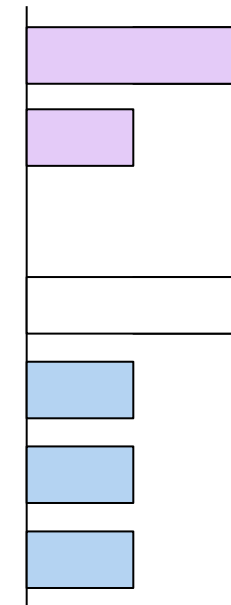
Implicit Association Test (IAT) results

- Thank you to all who participated in taking the IATs and especially those who submitted their results!

- Total IATs recorded: **25**

- Types of feedback we received:
  - Skeptical
  - Not surprised at their results
  - Surprised

IAT subject: Gender-Science

NSD respondents

Percent of web respondents with each score

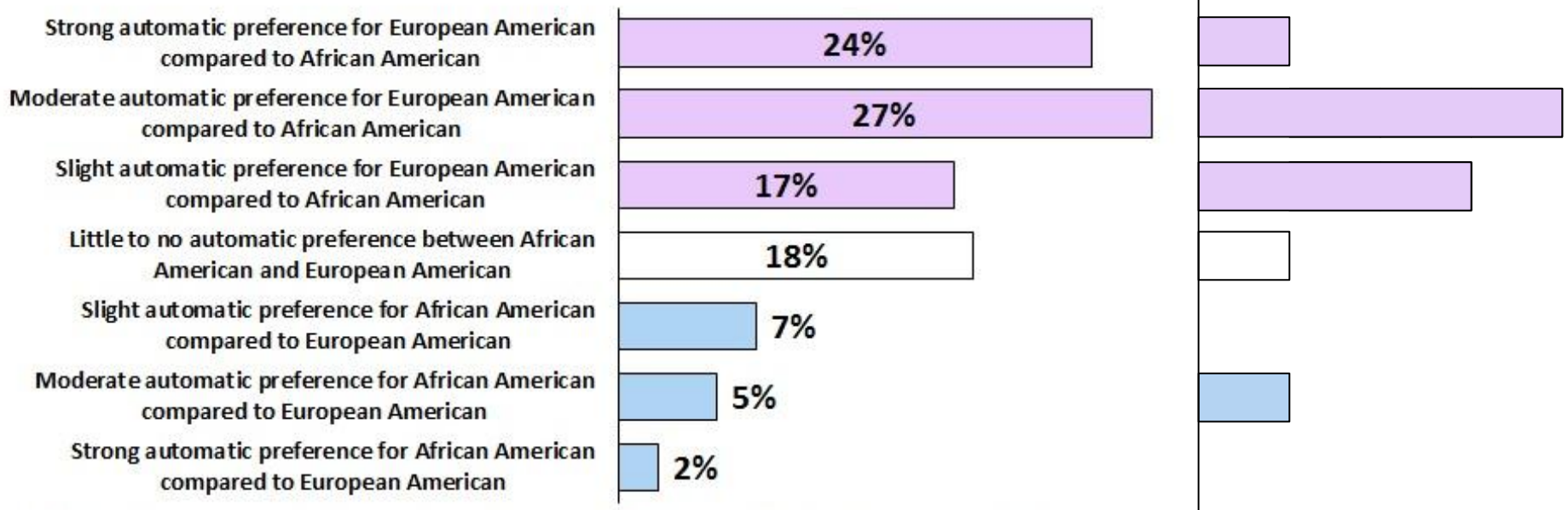|	
Strong automatic association of Male with Science and Female with Liberal Arts	23%
Moderate automatic association of Male with Science and Female with Liberal Arts	29%
Slight automatic association of Male with Science and Female with Liberal Arts	18%
Little to no automatic preference between gender and academic domains	19%
Slight automatic association of Male with Liberal Arts and Female with Science	6%
Moderate automatic association of Male with Liberal Arts and Female with Science	4%
Strong automatic association of Male with Liberal Arts and Female with Science	1%

This distribution summarizes 628,295 IAT scores for the Gender-Science task completed between January 2003 and December 2015.

Implicit Association Test (IAT) results

IAT subject: Race (Black-White)

Percent of web respondents with each score

NSD respondents

Score category	Percent
Strong automatic preference for European American compared to African American	24%
Moderate automatic preference for European American compared to African American	27%
Slight automatic preference for European American compared to African American	17%
Little to no automatic preference between African American and European American	18%
Slight automatic preference for African American compared to European American	7%
Moderate automatic preference for African American compared to European American	5%
Strong automatic preference for African American compared to European American	2%

This distribution summarizes 3,314,277 IAT scores for the Race task completed between December 2002 and December 2015.

So what can we do about our biases?

Implicit biases are not permanent. In fact, they are malleable and steps can be taken to limit their impact on our thoughts and behaviors...

Strategies to address implicit bias include:

Individual / Cognitive

☑ Promoting **self-awareness**: recognizing one's biases using the Implicit Association Test (or other instruments to assess bias) is the first step.

☑ **Understanding the nature of bias** is also essential. The strategy of categorization that gives rise to unconscious bias is a normal aspect of human cognition.

Communal / Active

❗ Opportunities to have **discussions with others (especially those from socially dissimilar groups)** can also be helpful. **Sharing your biases can help others feel more secure about exploring their own biases.** It's important to have these conversations in a safe space—individuals must be open to alternative perspectives and viewpoints.

❗ **Facilitated discussions and training sessions promoting bias literacy** have been proven effective in minimizing bias. [e.g., LeanIn.org's "50 Ways to Fight Bias" card deck]

*This content is from **IDEAS in Action - Implicit Bias***
https://ideas-in-action.lbl.gov/topics/implicit-bias

Selected strategies from UC Managing Implicit Bias series

Changing bias (Lifelong)

Managing bias (Immediate)

Individual / Cognitive

- IAT and other tools for self-awareness
- Do my conclusions or assumptions conform to stereotypes?
- Seek out examples that run contrary to common biases/stereotypes as well as particular biases you know, or suspect may, influence you (stereotype replacement)

- Be extra attentive in situations where implicit biases could influence you
- Be aware of how external factors can increase implicit bias susceptibility (hunger, temperature, stress, distractions, deadlines)
- Am I giving too much weight to a particular impression, such as a first impression, a positive impression, a negative impression or my most recent impression?

Communal / Active

- Increase multicultural exposure and fostering relationships with members of different ethnic, gender, religious, sexual orientation, etc. groups decreases influence of biases.

- Re-evaluate Criteria and Qualifications
  - What factors is our committee considering? What factors might we have left out?
  - Do certain factors truly deserve the importance we're giving them?
- Make Managing the Influence of Implicit Biases a Community Effort
  - Engage with your peers in de-biasing exercises.

From UC Managing Implicit Bias Series resources linked on
https://ideas-in-action.lbl.gov/topics/implicit-bias/implicit-bias-learning-resources

Further resources

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

Please continue to learn about and reflect on your own implicit biases, but also consider "stepping out" into open and respectful dialogues within your groups and committees so we can help each other see and manage our blind spots and become a more equitable community.

Extra slides

Managing implicit bias - Awareness

- **Acknowledge the Possibility That You Can Be Influenced by Implicit Biases**
  - Studies have shown that denying this possibility can actually make you even more susceptible to the influence of your implicit biases.
- **Detect your biases using Implicit Association Tests (IATs)**
- **Be Extra Attentive in Situations Where Implicit Biases Could Influence You**
  - Interpersonal communication
  - Team participation
  - Personnel evaluation
- **Consider Specific Biases**
  - Do my conclusions or assumptions conform to stereotypes?
  - Am I giving too much weight to a particular impression, such as a first impression, a positive impression, a negative impression or my most recent impression?
- **Lookout for Key Indicators**
  - Hot-headed / Pushy / Decisive / Unreliable / Lazy / Spacey
  - Gut feeling / "I just know" / Culture fit
- **Be Aware of How External Factors Can Increase Implicit Bias Susceptibility**
  - Hunger, temperature, stress, distractions, self-imposed deadlines, etc. can all motivate you to take shortcuts and possibly be influenced by implicit biases.

From UC Implicit Bias Series "Managing Implicit Bias - Awareness" linked on
https://ideas-in-action.lbl.gov/topics/implicit-bias/implicit-bias-learning-resources

Managing implicit bias - Mindfulness and Conscious De-biasing

- **Be Mindful of Implicit Bias**
  - Question first impressions, judgments and assumptions
  - Practice empathy — consider things from the other person's perspective
  - Seek feedback
- **Re-evaluate Criteria and Qualifications**
  - What factors am I considering? What factors might I have left out?
  - Do certain factors truly deserve the importance I'm giving them?
  - Is a particular belief, assumption, experience or perspective exerting significant influence?
- **Practice Empathy; Consider Others' Perspectives and a Neutral Perspective**
  - To what extent am I being influenced by my own experiences? Are those experiences unique to me or common?
  - Would someone else with, or without, those experiences think the same?
- **Counter Examples, Stereotype Replacement and Increased Exposure**
  - Seek out examples that run contrary to common biases/stereotypes as well as particular biases you know, or suspect may, influence you
  - Identify when thought processes or conclusions conform to stereotypes; substitute in a non-stereotypical thought or example and re-assess.
  - Increased multicultural exposure and fostering relationships with members of different ethnic, gender, religious, sexual orientation, etc. groups decreases influence of biases.
- **Make Managing the Influence of Implicit Biases a Community Effort**
  - By fostering an environment of mutual respect, shared goals and open dialog regarding implicit biases, you and your peers can work together to identify the potential influence of bias and engage in de-biasing exercises.

From UC Implicit Bias Series "Managing Implicit Bias - Mindfulness and Conscious De-biasing" linked on