

Corky CARES



Community Advocacy & Resiliency
Education Series

IMPLICIT BIAS

and its effect on diversity, equity, and inclusion

Presented by Nyk Robertson (they/them)
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Inclusion

OBJECTIVES

01 Introduce the science behind Implicit Bias

02 Examine how implicit bias shows up in daily life

03 Practice strategies for reducing and interrupting implicit bias

HOW WE TALK ABOUT RACISM

The 6 "I"s

01

Individual
/Internal

02

Interpersonal

03

Institutional

04

Intentional

05

Inter-
connected

06

Implicit

WHAT IS IMPLICIT BIAS?

- SUBCONSCIOUS
- SOMETIMES CONTRARY TO OUR UNDERSTOOD BELIEFS
- AUTOMATIC
- OPERATES AT THE INDIVIDUAL AND INSTITUTIONAL LEVEL





HOW DOES
IMPLICIT BIAS
SHOW UP IN DAILY
LIFE?

WHODUNNIT?



EXAMPLES OF IMPLICIT BIAS



Mock hiring study by Cornell University:
192 undergraduate student participates

PTA Applicants were viewed as "less
competent, less committed" and
received lower salary recommendations

\$137k versus \$148k

Less likely to be recommended to hire
46.8% versus 84%



EXAMPLES OF IMPLICIT BIAS

According to a 2006 report, *Looking Deathworthy*, defendants with the most stereotypically Black facial features (i.e. dark skin, large/full lips, etc.) served up to 8 months longer in prison for felonies than defendants who possessed the least stereotypical features.

Black students are suspended or expelled at a rate 3x greater than white students.

Black students make up 18% of preschool enrollment. Yet represent 48% of students receiving at least one out-of-school suspension

EXAMPLES OF IMPLICIT BIAS

Below-average-looking men earn 17% less than those considered good-looking, while below-average-looking females earn 12% less than their attractive counterparts

Good-looking workers earn a total of \$230,000 more than those with below-average looks

Hamermesh, D. Beauty pays: Why attractive people are more successful. Princeton University Press.

Environmental Influences

In a study in 2008, Yale University psychologists showed that people judged others to be more generous and caring if they had just held a warm cup of coffee and less so if they had held an iced coffee.

65%

Researchers at Ben Gurion University in Israel and Columbia University examined more than 1,000 decisions by eight Israeli judges who ruled on convicts' parole requests. Judges granted 65 percent of requests they heard at the beginning of the day's session and almost none at the end. Right after a snack break, approvals jumped back to 65 percent again.



REFLECTION



What are people's first impressions (or stereotypes) of you when they first meet or interact with you?

What's the truth about who you are?

When people first meet or interact with me, I think they believe that _____. *But the truth is _____.*

INTERVENTION STRATEGIES FOR REDUCING OR INTERRUPTING IMPLICIT BIAS

- Improved decision-making
- Counter-stereotypic imaging
- Individuating
- Perspective Taking
- Intergroup Contact
- Institutionalize Fairness
- Accept we haven't arrived

IMPROVED DECISION-MAKING

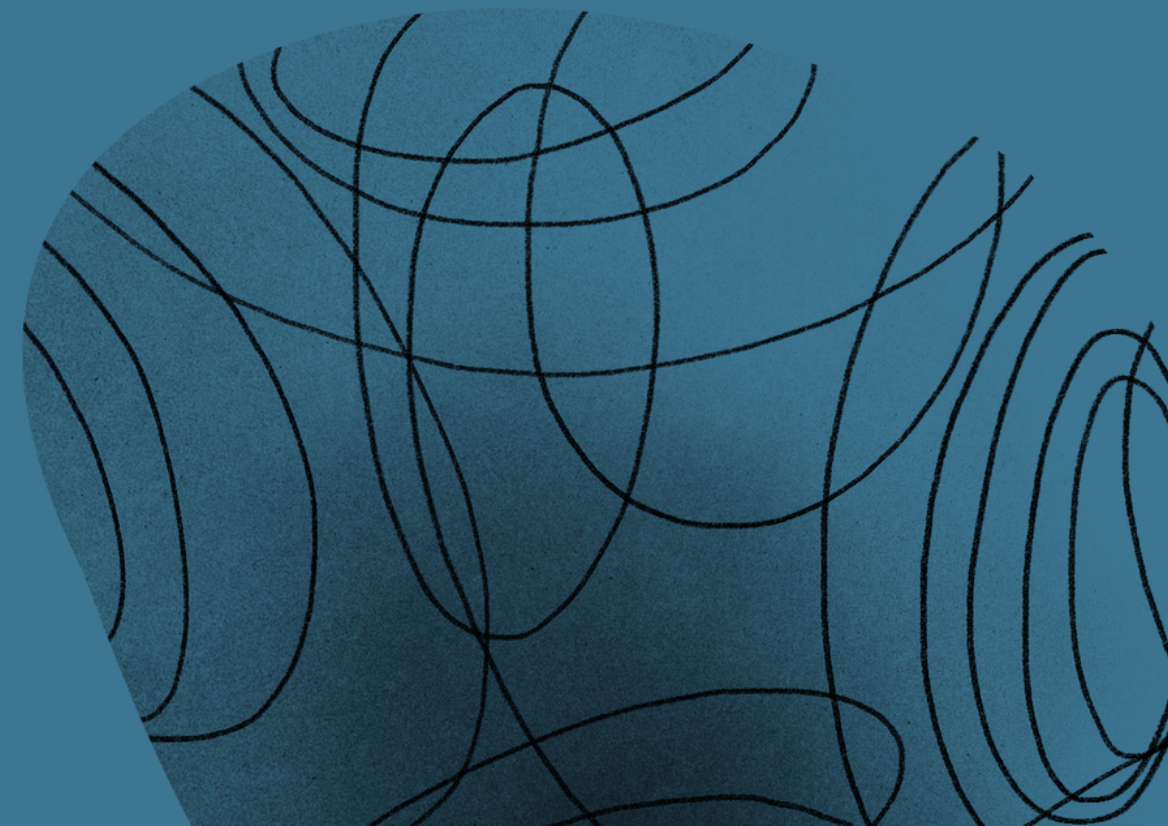
Introspection – explore your own implicit bias through Implicit Association Tests

Mindfulness – Practice ways to reduce stress and increase mindfulness

Learn to slow down – pause and reflect on potential biases (for ex. don't schedule 6 interviews back-to-back

Check your messaging

COUNTER- STEREOTYPIC IMAGES



INDIVIDUATING

The power of regular, one-on-one conversations





PERSPECTIVE TAKING

Walking in the shoes – taking on
the first-hand perspective – of
others

INTER-GROUP CONTACT

The power of positive, sustained dialogue across different identity groups to support individuation, perspective taking, develop empathy, and change in group categorization

INSTITUTIONALIZE EQUITY


Promote procedural change at the institutional level that moves towards a more socially just system for the whole campus community



ACCEPT WE
HAVEN'T ARRIVED
YET



Practice cultural humility, a
lifelong process of critical-
self reflection to readdress
the power imbalances of
systematic oppression

A circular inset image showing a close-up of a hand holding a pen, marking off items on a checklist. The checklist has several boxes, some of which are already checked with a red mark. The background of the slide features abstract, overlapping circular shapes in shades of grey and white.

IN ORDER TO INTERRUPT AND REDUCE
BIAS, WE MUST SLOW DOWN, PAUSE
AND BE MINDFUL OF THE DECISIONS
WE ARE MAKING.

What IS one place or process where
making a checklist could help you slow
down and be intentional about
decision-making?



REFLECTION

If you could rethink a program, space, event, or process in your work, what is one specific change you would make to counter stereotypes?



ART BY MICAH BAZANT FROM FORWARD TOGETHER COLLECTION

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**Community Advocacy & Resiliency
Education Series**

THANK YOU!

Email me at nrobert7@emporia.edu

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