Revealing Implicit Bias
Our Mission:

We EMPOWER human services professionals by providing them with the knowledge, skills, and resources needed TO SERVE those most in need in their communities.
Areas of Training

- Technical Training
- Mandated Training
- Professional Development
- Strategic Support
- Leadership
Goals of this training:

1. Identify the ways in which bias can be unconscious and automatic

2. Discuss how prejudice, stereotyping and discrimination impact how we react and relate to one another

3. Increase awareness of unconscious bias and perceptual filters in order to minimize the impact on the families we serve

4. Gain additional knowledge and insight into the service needs of various cultural, ethnic and marginalized populations
“To reach others, we have to first know ourselves. And to contact the deeper truth of who we are, we must engage in some activity or practice that questions what we assume to be true about ourselves.”

- Adapted from A.H. Almaas
Three methods to address and overcome bias:

1. Start with you – Self-awareness
2. Check your privilege (and your ego)
3. Listen, don’t judge
Scotoma – Blind spot in the retina of each eye. This region has no light-sensitive cells. Therefore light arriving at that spot has no path to the visual areas of your brain.
We receive 11 million bits of information every moment.

We can only consciously process 40 bits.
99.9999996% UNCONSCIOUS

What happens to the rest?
Self-Awareness: What is bias?

Unconscious bias

- Implicit people preferences, formed by socialization

- Past experiences which influence our thinking in the background

- Exposure to others’ views about groups of people
Implicit Association Test (IAT)

- Created by Harvard University

- Measures the strength of associations between concepts (e.g. people, gender, religion), and evaluations (e.g. good, bad) or stereotypes (e.g. athletic, clumsy)

- Main idea: Making a response is easier when closely related items share the same response key
<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
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<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td></td>
<td>Husband</td>
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Male | Female
---|---

Grandpa
Male  Female

Son
<table>
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<tr>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>Boy</td>
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Male       Female

Girl
<table>
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<th>Male</th>
<th>Female</th>
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<tr>
<td></td>
<td>Mother</td>
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Female
Mother
<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td></td>
<td>Daughter</td>
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</table>

**Daughter**
<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Grandma</td>
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<tr>
<td>Male</td>
<td>Female</td>
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<tr>
<td>Wife</td>
<td></td>
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</tbody>
</table>
Liberal Arts

Science
Liberal Arts  Science

Engineering
Liberal Arts

Music

Science
<table>
<thead>
<tr>
<th>Liberal Arts</th>
<th>Science</th>
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</thead>
<tbody>
<tr>
<td>Chemistry</td>
<td></td>
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</tbody>
</table>
Liberal Arts

Science

Literature
Liberal Arts

Geology

Science
Liberal Arts  Science

English
Liberal Arts  Science

Humanities
Liberal Arts

Science

Physics
Liberal Arts  Science

Math
Female or Liberal Arts

Male or Science
Female or Liberal Arts

Male or Science

Music
Female or Liberal Arts

Male or Science

Mother
Female
or
Liberal Arts

Male
or
Science

Philosophy
Female or Liberal Arts
Male or Science
Father
Female
or
Liberal Arts

Male
or
Science

History
Female or Liberal Arts

Male or Science

Wife
Female
or
Liberal Arts

Male
or
Science

Engineering
Female or Liberal Arts
or
Science

Male or Science

Son
Female or Liberal Arts

Male or Science

Chemistry
Female or Liberal Arts

Male or Science

Physics
Male or Liberal Arts

Female or Science
Male or Liberal Arts
Female or Science

Father
Male or Liberal Arts
Female or Science

Engineering
Male
or
Liberal Arts

Female
or
Science

Music
Male
or
Liberal Arts

Female
or
Science

Daughter
Male
or
Liberal Arts

Female
or
Science

Uncle
Male  
or  
Liberal Arts  

Female  
or  
Science  

Math
Male or Liberal Arts

Female or Science

Literature
Male
or
Liberal Arts

Female
or
Science

Husband
Male or Liberal Arts
Female or Science

Physics
IAT REFLECTION

- Which was harder?

- 75% of the population taking this test has a harder time associating Women/Science and Men/Liberal Arts

- The order doesn’t matter

In what ways might implicit association impact the work we do?
Self-Awareness: Where does bias come from?

- Culture
  - Defined: A way of life – our customs and traditions – transmitted through learning, which plays a vital role in modeling our beliefs and behaviors
  - Groups – Shared aspects (language, food, beliefs)
  - Complex and multidimensional
- Commonality = familiarity = safety
One person : Many Cultures

- During the socialization process, we learn about other cultures through:
  - Direct contact with these groups
  - Information and perceptions from other people
  - Books, news, newspapers and other forms of mass media
What’s the Impact?

Consequences of biased assumptions
During childhood:

What messages did you receive about people like you?

What messages did you receive about strangers?

What messages created fear about certain people?

What messages did you receive about age?

What messages did you receive about people with disabilities?

What messages did you receive about gay, lesbian, bisexual, or transgendered people?
Check your privilege: Marginalized Groups

Marginalization = The social disadvantage and relegation to the fringe of society.

Table talk: Who do you think are the top 7 groups that are considered marginalized in America?
# Marginalized Groups

<table>
<thead>
<tr>
<th>Marginalized Groups</th>
<th>Center Groups</th>
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</thead>
<tbody>
<tr>
<td>• 1.</td>
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## Marginalized Groups

<table>
<thead>
<tr>
<th>Marginalized Groups</th>
<th>Center Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 1. People of color</td>
<td>• 1. White people</td>
</tr>
<tr>
<td>• 2. Women</td>
<td>• 2. Men</td>
</tr>
<tr>
<td>• 3. People with disabilities</td>
<td>• 3. Able-bodied people</td>
</tr>
<tr>
<td>• 4. People in poverty</td>
<td>• 4. People not in poverty</td>
</tr>
<tr>
<td>• 5. LGBTQIA people</td>
<td>• 5. Heterosexuals</td>
</tr>
<tr>
<td>• 6. Non-Christians</td>
<td>• 6. Christians</td>
</tr>
<tr>
<td>• 7. Immigrants</td>
<td>• 7. Natural-born U.S. Citizens</td>
</tr>
</tbody>
</table>

What privilege do you have?
Listen – Don’t judge
Impact to the families we serve

Mental Models

- The assumption is that everyone knows what you know
- An internal picture of how the world works
- Exist below awareness

- Are theories-in-use
- Determine how we act
- Can help or interfere

For a dialogue to occur, we must suspend our mental models
Mental Model - Poverty

- Driving Forces:
  - Survival
  - Relationships
  - Entertainment

- Power linked to personal respect

- Ability to fight

- Belief that you can’t stop bad things from happening
Mental Model – Middle Class

- Driving Forces
  - Work
  - Achievement

- Power / Respect are separate

- Responds to position

- Power in information
Mental Model – Wealth

- **Driving Forces**
  - Financial, political and social connections
- **Power in expertise & connections**
- **Influences policy and direction**
Maslow’s Hierarchy of Needs

Abraham Harold Maslow (April 1, 1908 - June 8, 1970) was a psychologist who studied positive human qualities and the lives of exemplary people. In 1954, Maslow created the Hierarchy of Human Needs and expressed his theories in his book, Motivation and Personality.

Self-Actualization - A person’s motivation to reach his or her full potential. As shown in Maslow’s Hierarchy of Needs, a person’s basic needs must be met before self-actualization can be achieved.

Biological and Physiological Needs
- Breathing, Food, Water, Sleep

Safety Needs
- Protection and security of body, of employment, of resources, of morality, of family, of health, and of property.

Belongingness and Love Needs
- Friendship, Family, Intimacy, Affection, Part of the group

Esteem Needs
- Self Esteem, Confidence, Achievement, Respect of others, Respect by others, Responsibility, Reputation

Self-Actualization

Morality, Creativity, Spontaneity, Problem Solving, Personal Growth and Fulfillment

Abraham Harold Maslow (April 1, 1908 - June 8, 1970) was a psychologist who studied positive human qualities and the lives of exemplary people. In 1954, Maslow created the Hierarchy of Human Needs and expressed his theories in his book, Motivation and Personality.
Walk your talk

Talking points to navigate through bias

Underline the phrases you would feel most comfortable saying to someone when having a conversation about bias

And/Or

*Put a star by the bullet points that represent your own attitude/beliefs about bias
Transfer of Learning – My Action Plan

One Action I will commit to…

- Start with you – Self awareness
- Check your privilege (and your ego)
- Listen, don’t judge

My Action Plan…

- One bias I will re-examine is…
- One thing I learned about myself today is….
- One thing I can begin to use immediately is….
Every experience is an opportunity to learn and grow

Thank you for your participation!