

# Implicit Bias Workshop

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# Workshop Goals

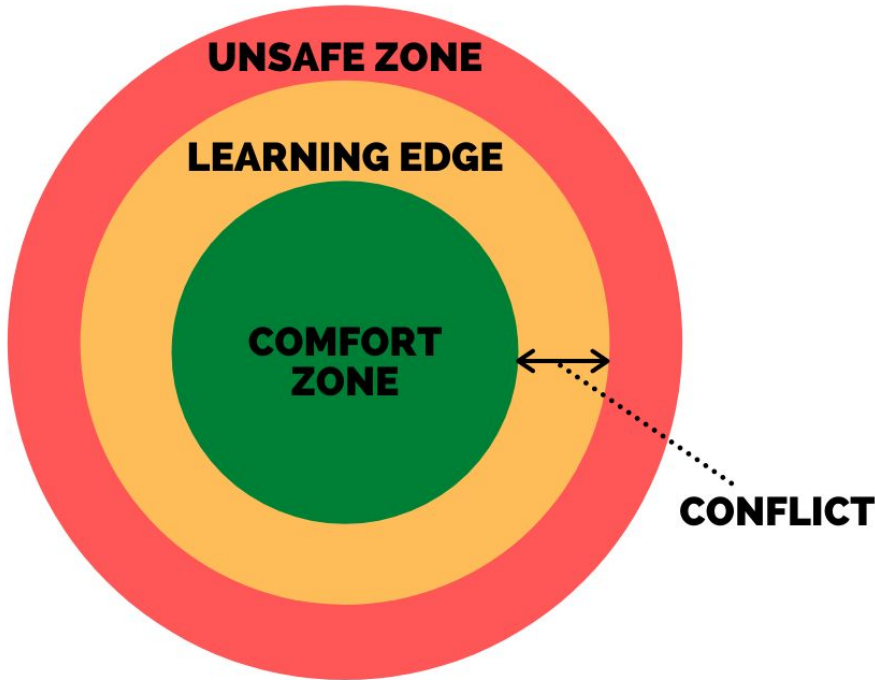
- Provide an overview of implicit bias (a “crash course”)
- Think about structures that perpetuate inequities
- Discuss intersectionality + its connection to implicit bias
- Provide strategies for challenging implicit bias

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**As leaders for equity, we have to examine, unpack and mitigate our own biases and dismantle the policies and structures that hold inequity in place. (Medium)**

# Leaning into our “Learning Edge”

**Learning Edge:** The edge of our comfort zone. Being on the learning edge may come with feelings of discomfort, anger, anxiety, confusion, or defensiveness. These reactions are a natural part of expanding our awareness. Recognizing these reactions can signal to us that we are on the learning edge, ready to expand our knowledge and awareness.

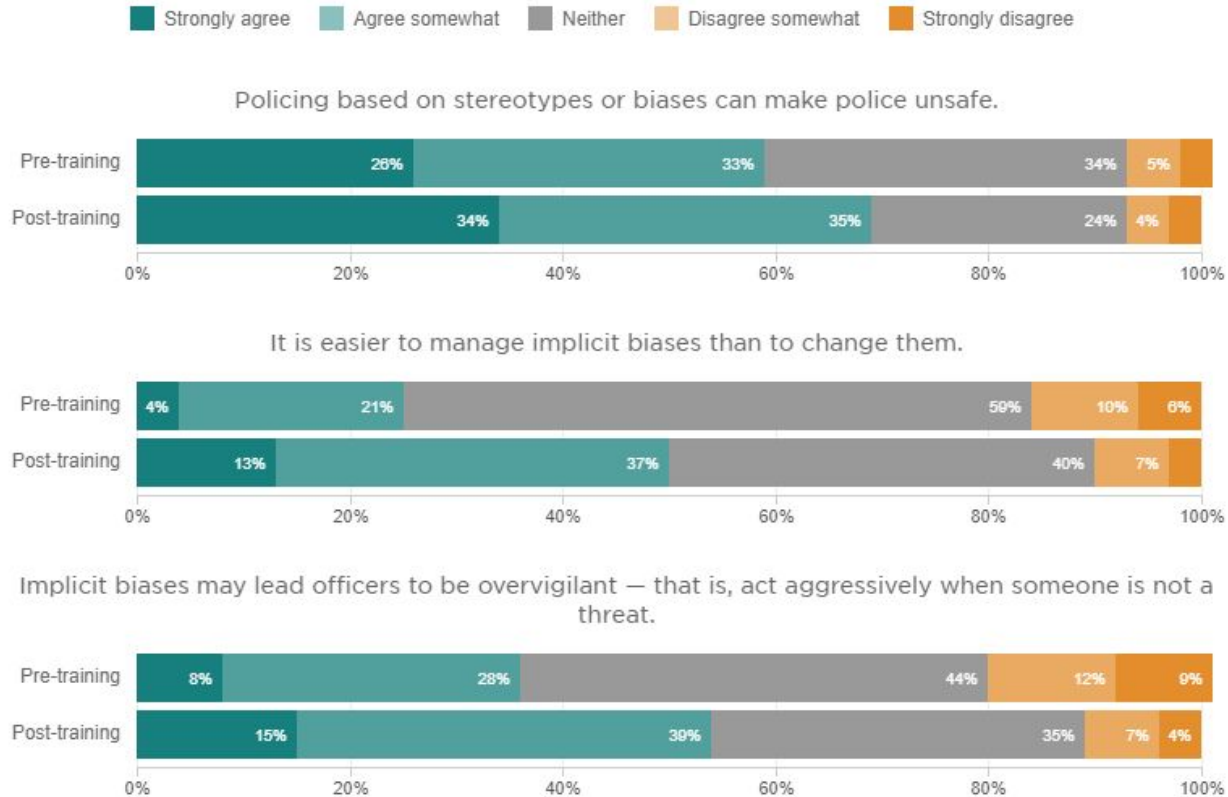


# What this workshop ISN'T...

- A solution to address all of our implicit biases
- Catering to sentiments like, “I’m a pretty self-aware person. I doubt there is much going on in my mind that I don’t already know.”
- An assertion that simply possessing an awareness of our biases can create real change

## Officers' Attitudes About Implicit Bias Shifted Post-Training

In surveys, the proportion of NYPD officers agreeing with these statements increased after training.



## Racial/Ethnic Disparities In Enforcement Remain Similar Post-Training

In 2018, post-training enforcement behavior was similar to pre-training behavior. More than half of all people stopped were Black, and about 30% were Hispanic. In contrast, the overall population of New York City is 24% Black and 29% Hispanic.

**ENFORCEMENT ACTIONS INVOLVING BLACK PEOPLE**

SHARE OF ALL ...	PRE- TRAINING	POST- TRAINING
Stops	56%	57%
Frisks in stops	58%	60%
Summonses	52%	50%
Arrests	47%	48%

**ENFORCEMENT ACTIONS INVOLVING HISPANIC PEOPLE**

SHARE OF ALL ...	PRE- TRAINING	POST- TRAINING
Stops	31%	31%
Frisks in stops	31%	31%
Summonses	31%	34%
Arrests	35%	35%

# Overview of Implicit Bias

What we don't think we think

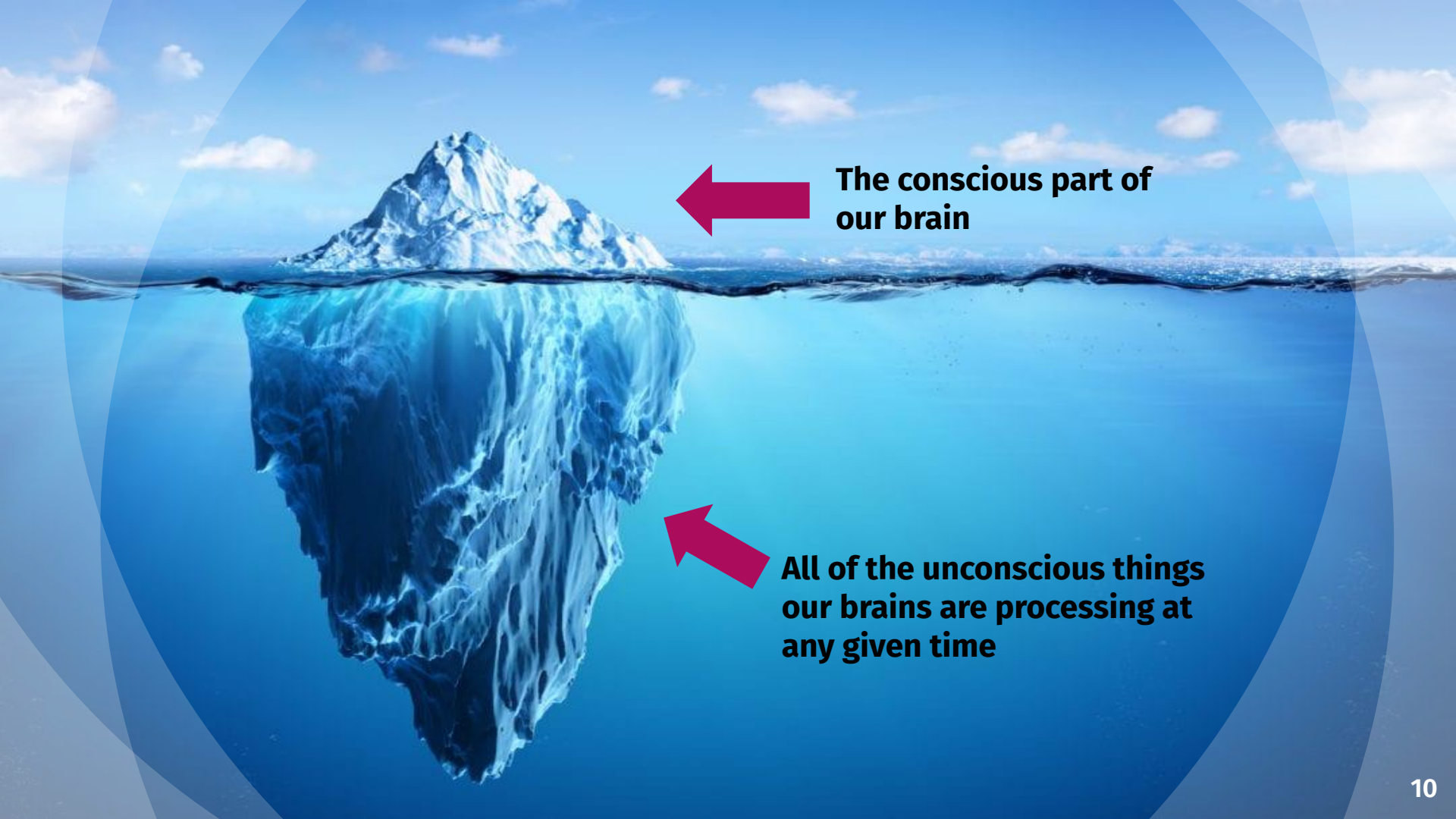




# Definitions

## Implicit Bias

“Implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness... Implicit biases affect individuals’ attitudes and actions, thus creating real-world implications. Exposure to structural and cultural racism has enabled stereotypes and biases to penetrate deep into our psyches. Implicit bias is one part of the system of inequity that serves to justify racist policies, practices and behaviors that persist in mainstream culture and narratives.” ([Racial Equity Tools](#))

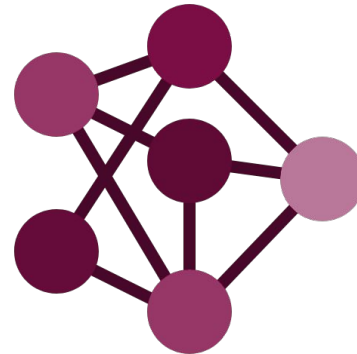


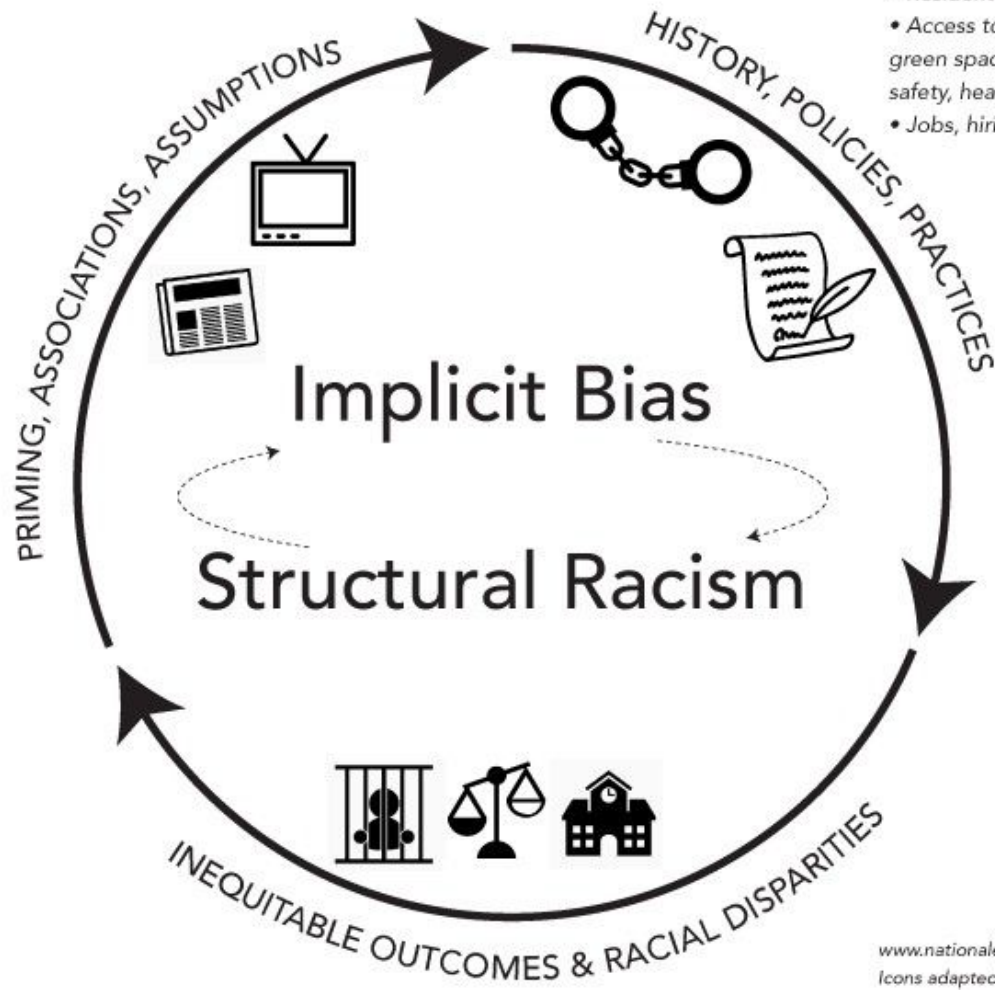
**The conscious part of  
our brain**

**All of the unconscious things  
our brains are processing at  
any given time**

# Origins of Bias & Levels of Oppression

- **Everyone** has implicit biases; they seep into virtually every aspect of our lives
- Biases stem from the messages, attitudes, social cues, and stereotypes we've picked up from the culture, structures, policies around us
- The 4 I's of Oppression
  - Ideological oppression
  - Institutional oppression
  - Interpersonal oppression
  - Internalized oppression





- Voting rights
- FHA Loans
- Residential segregation
- Access to education, green space, resources, safety, healthcare, etc
- Jobs, hiring, & advancement

# Intersectionality

- Coined in 1989 by legal scholar and feminist, Kimberlé Crenshaw
- Rooted in critical race theory
- “A lens for seeing the way in which various forms of inequality often operate together and exacerbate each other.” (TIME)
- Intersectionality Wheel



# Implicit Bias in Action

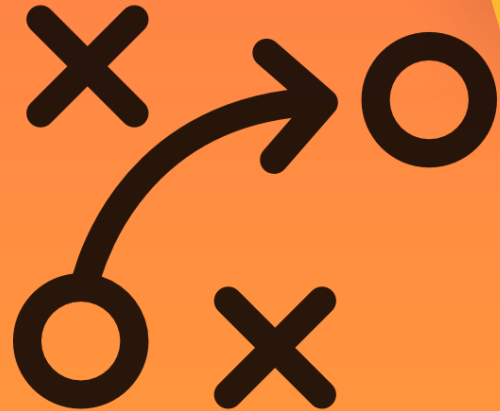
- Implicit biases are **pervasive** and determine **behaviors**
- Often have **explicit** outcomes (sometimes can result in microaggressions)
- They're connected to...
  - Hiring practices & performance evaluations
  - Housing discrimination
  - Perceptions of neighborhood crime
  - Healthcare
  - Criminal justice & policing

# Recap

- Our brains are association-making machines
- Everyone has biases
- Implicit bias often has explicit consequences
- Implicit bias is linked to systems and structures that produce & reinforce inequity
- There are real-world implications; we should think about the impacts in the context of intersectionality

# Strategies for Challenging Implicit Bias

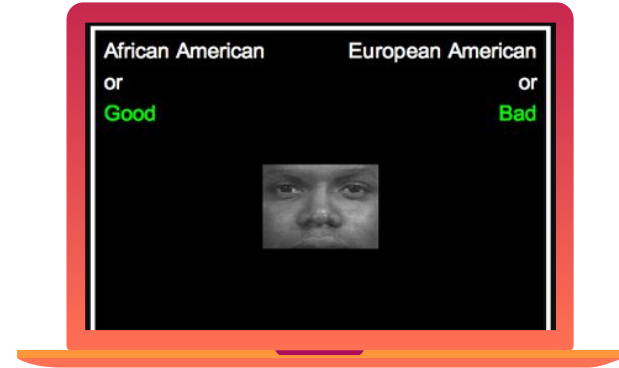
How do we do the work?





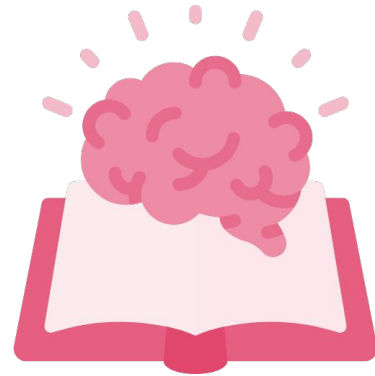
# #1: Accept that we DO have biases

- Take an Implicit Association Test (IAT)
  - Project Implicit:  
<https://implicit.harvard.edu/implicit/>
- WEMU - Washtenaw United: Rooting Out Implicit Bias And Working For Equity
- Speak Up! Responding to Everyday Bigotry



## #2: Actively challenge our biases

- Be willing to DO the work yourself
- Think about the media we consume, the daily messaging we receive... What is our lens?
- Resources:
  - [Kirwan Institute Implicit Bias Series](#)
  - [NYT “Who, me? Biased?” Series](#)
  - [White Privilege: Unpacking the Invisible Knapsack](#)
  - Racial Equity Tools ([Implicit Bias](#))



# #3: Commit to lifelong (un)learning

- Taking sustained and intentional action
- This is a journey with no endpoint
- Examine history, policies, and structures
- Local resources:
  - United Way of Washtenaw
    - “Building your Equity Muscle”
    - 21 Day Equity Challenge (weekly email campaign; starts June 19th)
  - Nonprofit Enterprise @ Work
  - Concentrate article on racial justice & allyship
  - Equity in Washtenaw resources
  - Washtenaw County Opportunity Index



# Thank you!

## Questions?

Reach out to us at:  
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