



# Implicit Bias

DEI Focus Group



# What is Bias?

**Bias** is a disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair.

**Biases** can be innate or learned.

People may develop **biases** for or against an individual, a group, or a belief.

In science and engineering, a **bias** is a systematic error.

# Implicit Bias vs. Explicit Bias

**Implicit Bias** - when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

**Explicit Bias** - individuals are aware of their prejudices and attitudes toward certain groups.

# Implicit Bias

**Dushawn Hockett** - *We all have implicit biases. So what can we do about it?*

<https://youtu.be/kKHSJHkPeLY>

**The implicit biases we hold often conflict with our stated beliefs.**

What does that mean?

When Implicit Bias manifests...

**Intent** < **Impact**

# *Assessment Time!*

<https://implicit.harvard.edu/implicit/selectatest.html>



***Break-Out Time!***

# Community Dialogue Guidelines

- **Be present as fully as possible.** Be here with your doubts, fears and failings as well as your convictions, joys and successes, your listening as well as your speaking. Be open to others' experiences.
- **No one speaks for any other person or group of individuals.** If you wish to share a thought or comment when we are in the small groups, please use "I" statements. If you have a thought or question during the large group session, please use the chat function to do so.
- **Resist the urge to interrupt or correct.** No fixing, saving, advising or correcting each other. There is no interpreting or debating what others say. This is one of the hardest guidelines for those of us who like to "help."
- **Listen to understand rather than listening to respond.** When the going gets rough, turn to wonder. Turn from reaction and judgment to wonder and compassionate inquiry. Ask yourself, "I wonder why they feel/think this way?" or "I wonder what my reaction teaches me about myself?" Set aside judgment to listen to others—and to yourself—more deeply.
- **Observe deep confidentiality.** Safety is built when we can trust that our words and stories will remain with the people with whom we choose to share, and are not repeated to others without our permission.



# How do we combat Implicit Bias?

1. Recognize your own bias - it's up to you to challenge the assumptions and stereotypes you hold and work toward changing them.
2. Increase your exposure to people who don't look like you, love like you, move like you, or live like you; people of a different background, age, and identity.
3. Become cognizant of cues others offer about themselves and the context of the situation.
4. Try to see things from others' point of view and evaluate how you would react in a similar situation.
5. Withhold judgement until you have additional information and you have reflected on your personal assumptions and stereotypes.
6. Engage in deliberate self-awareness processing - we are ALL constantly learning.
7. Review media avenues focused on alleviating prejudice.



What is one thing you  
learned today?