

Implicit Bias 101: Bringing Equity to Life

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Objectives

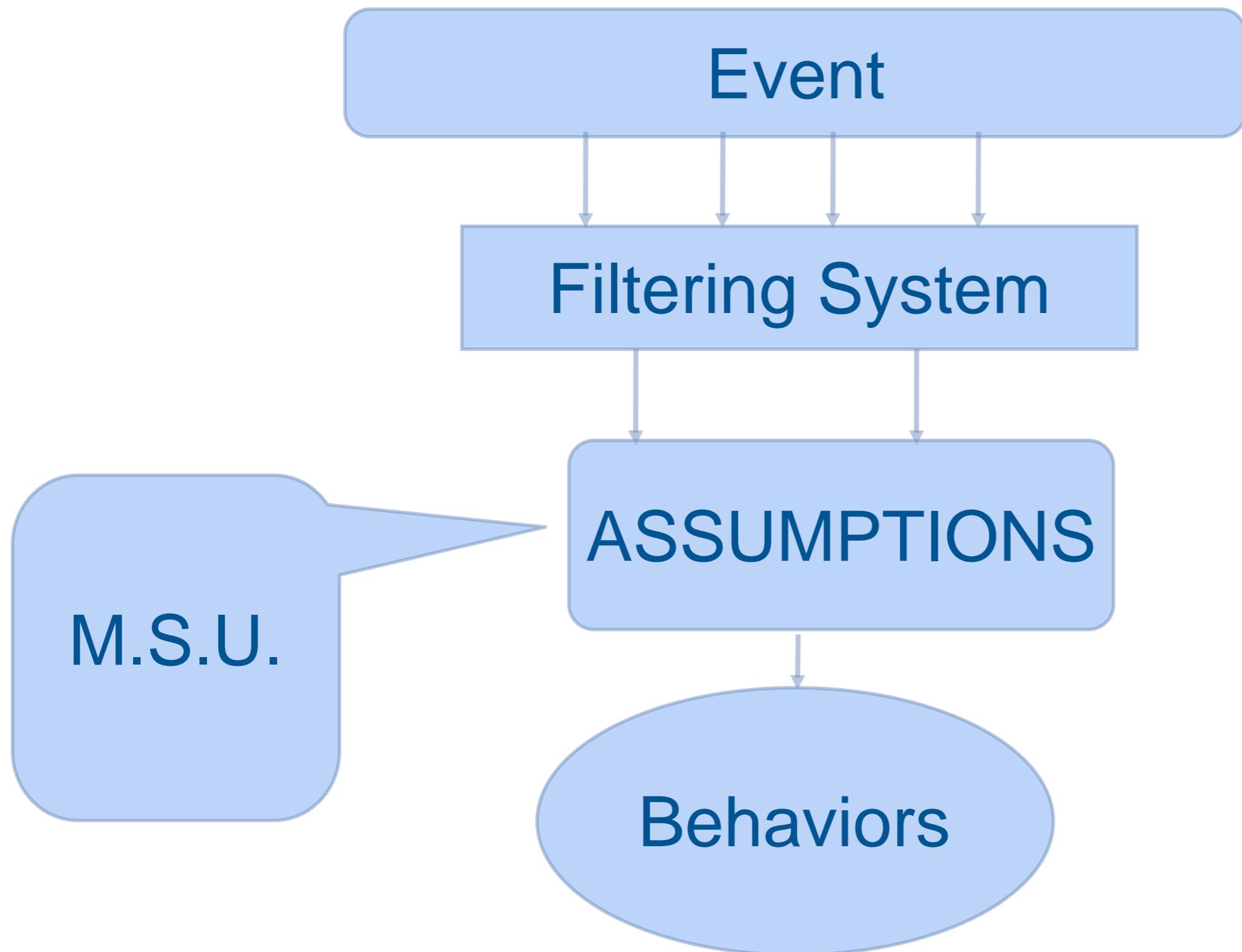
- Defining Implicit Bias
- Address areas where bias affect our decision making
- Identify strategies to address bias and overcome stereotypes that build more inclusive environments

Rules of the Road



- Use “I” not “you” statements
- Stay engaged and take care of yourself
- Maintain confidentiality
- Own your impact
- Do not debate someone else’s experience
- Experience discomfort
- Make space/take space

Mechanism of I.B.: Assumptions Model



Activity

Implicit Bias

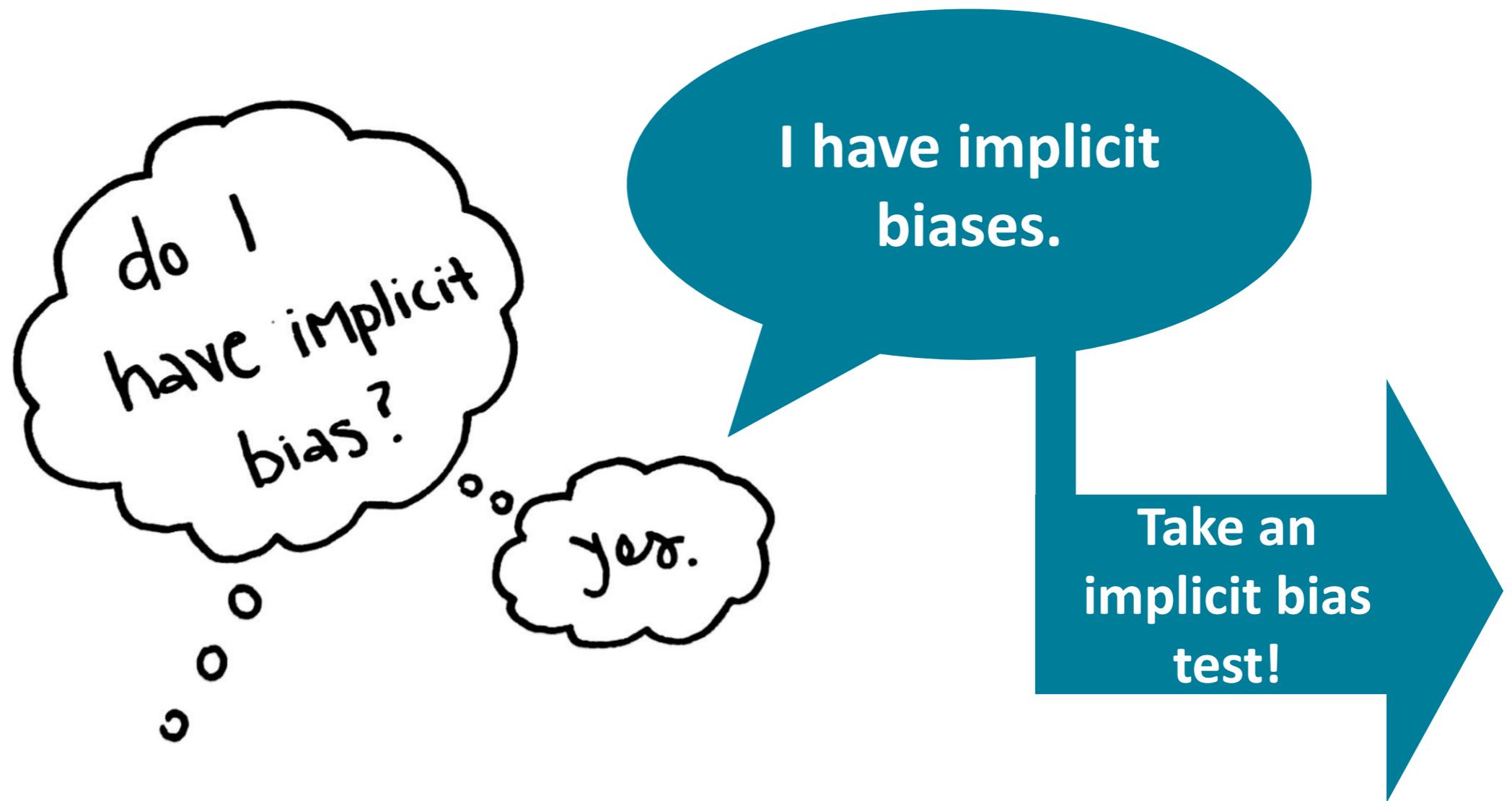
- You can write buzzwords, bulleted definitions, drawings
—whatever comes to mind.

Be prepared to share your definitions

How it is Defined

- Implicit bias are the attitudes or stereotypes that affect our understanding and decisions in an unconscious manner.
- Implicit bias stems from our subconscious associations gathered over a lifetime that can override conscious beliefs and cause people to unknowingly act in ways that are inconsistent with their true values.

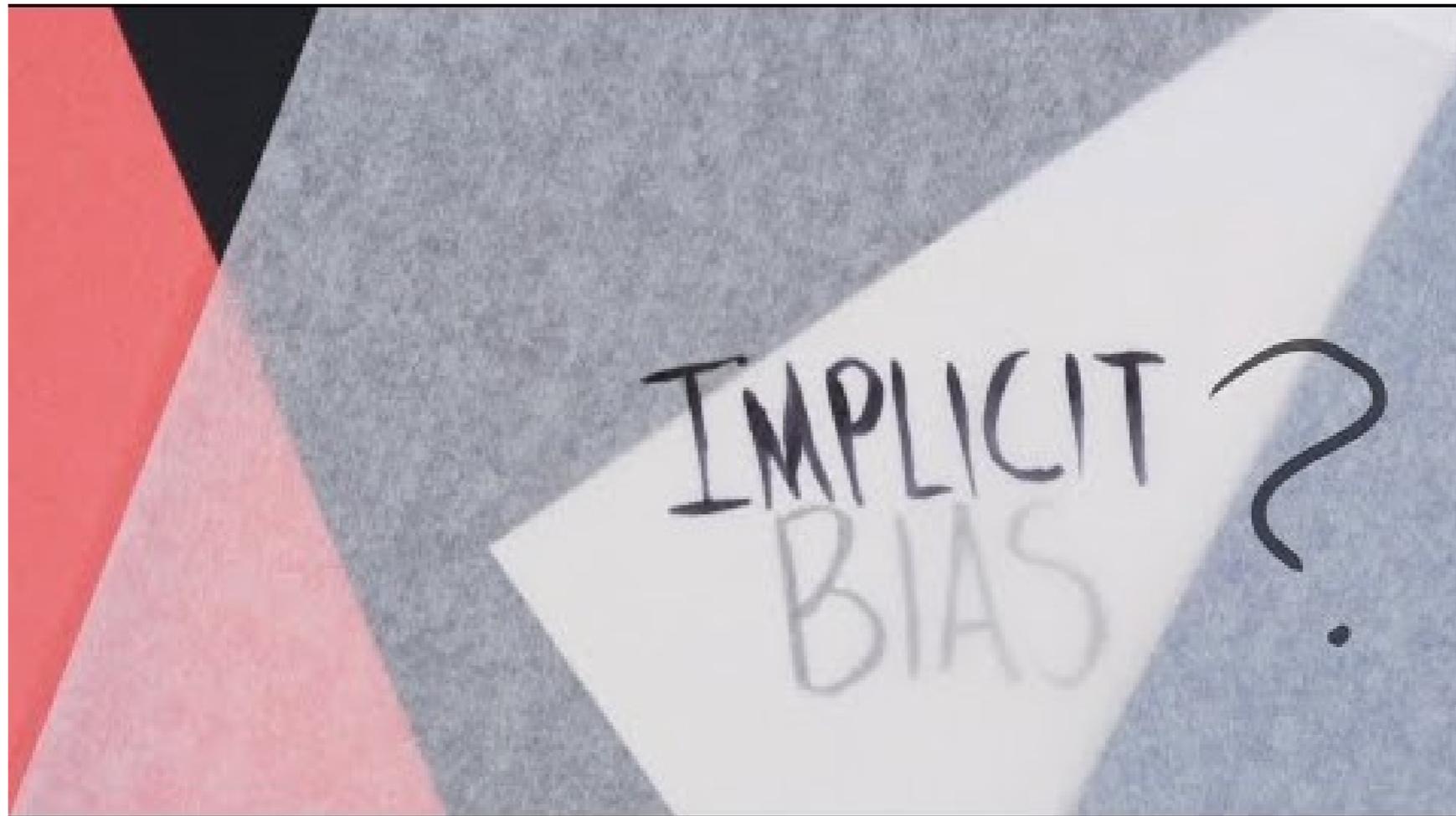
Implicit Bias



Where does bias affect your decision making?

- Whether/what tasks to delegate
- Recruitment and applicant screening
- Hiring decisions
- Perceptions of participation and attitude
- Ability to correctly diagnose conditions
- Differences in pain management
- Rates of referrals for specialty care
- Who is given the benefit of the doubt

Implicit Bias: Peanut Butter v. Jelly



What makes us more likely to lean on bias?

- Stress
- Time constraints
- Increased cognitive load
- Culture of an organization, of a society
- Training (schooling, policies, standard work, etc.)

What's the larger impact?

- Across 293 studies published between 1983 and 2013, racism was associated with reduced mental, physical and general health outcomes.¹
- For over 25 years, women have made up at least 40% of U.S. medical students¹, but women account for only 18% of hospital CEOs and 16% of all deans and department chairs in the U.S.²
- Content analysis of 20 years of MEDLINE articles (English language only) found that only 0.1 percent addressed LGBTQ+ issues.³

Thousands of Things We Are Not Aware Of

- Conscious: Slow, deliberate, logical, facts-5%
- Unconscious: Automatic, fast, efficient, cognitive short cut, survival, “Us vs. Them”
- Perceptions, templates, categories
- We are unique, they are stereotypes
- Social Group = How you are treated
- Predicts behavior, not in alignment with values

Addressing Biases & Overcoming Stereotypes

What can I do to change?

Addressing Biases & Overcoming Stereotypes

Strategies that won't work

1. Suppressing stereotypes
2. Belief in personal objectivity

Addressing Biases & Overcoming Stereotypes

Strategies that will work

1. Individuation
2. Perspective Taking
3. Stereotype replacement
4. Counter-stereotypic imaging
5. Increasing opportunities for contact

Devine, P. G., Forscher, P. S., Austin, A. J., & Cox, W. T. (2012). Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. *Journal of Experimental Social Psychology, 48*(6), 1267-1278.

Kawakami K., Dovidio J. F., Moll J., Hermsen S., Russin A. (2000). Just say no (to stereotyping): effects of training in the negation of stereotypic associations on stereotype activation. *J. Pers. Soc. Psychol.* 78 871–888. Todd, A. R., Bodenhausen, G. V., Richeson, J. A., & Galinsky, A. D. (2011). Perspective taking combats automatic expressions of racial bias. *Journal of Personality and Social Psychology, 100*(6), 1027.

Individuation

What is it?

- Connecting with each individual in a way that helps you feel connected to them as a person

How might I do that?

- Be mindful of your language
- Take time to connect with people



Individuation

- Can you think of an example of a time that you or a coworker used this strategy successfully?
- What was the impact it had?



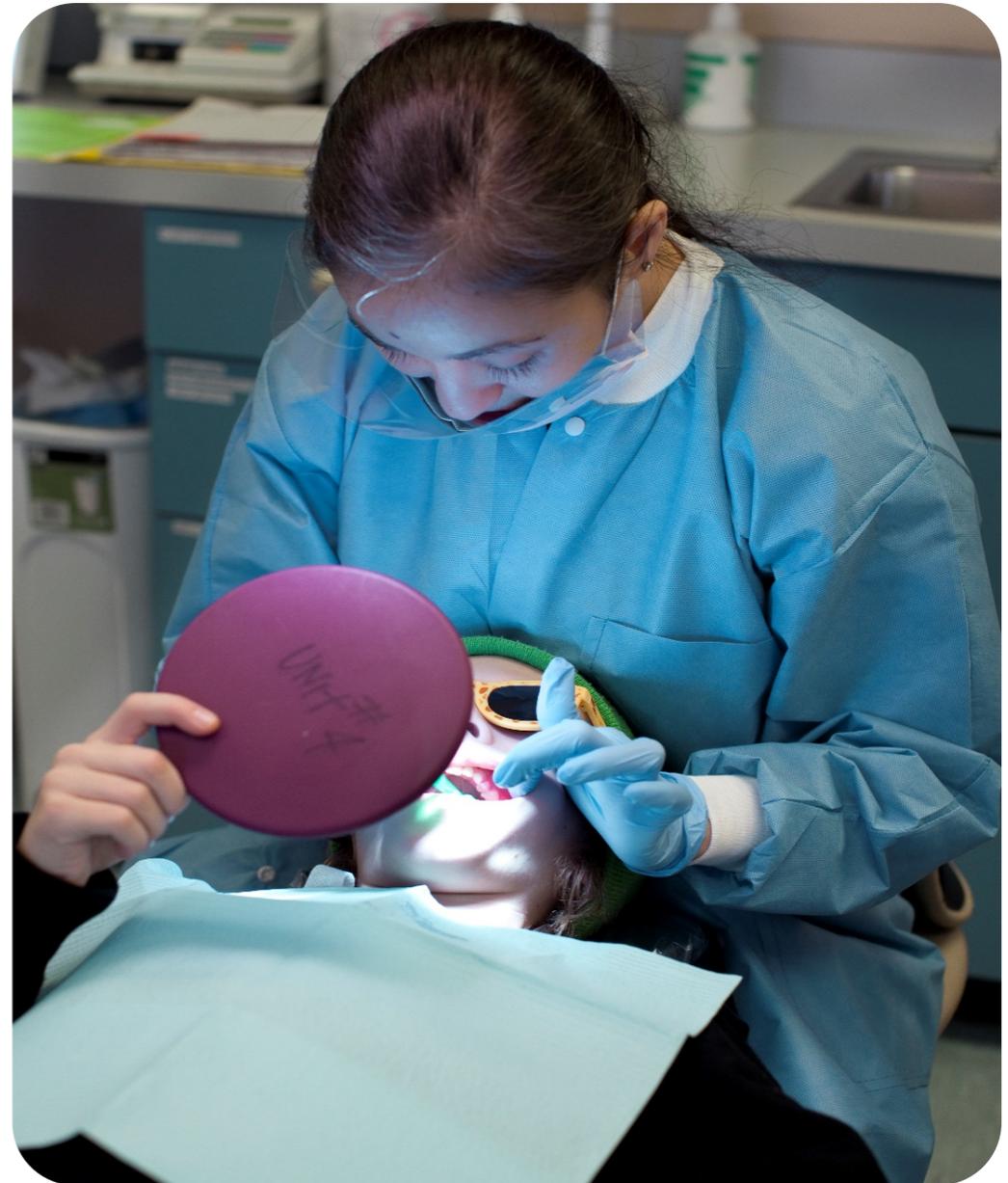
Perspective Taking

What is it?

- Taking the perspective, to the best of your abilities, of a stigmatized person or group

How might I do that?

- Ask yourself reflection questions and imagine yourself in someone else's shoes



Stereotype Replacement

What is it?

- Recognizing that a response you had was based on a stereotype, and replacing it with a non-stereotypical response

How might I do that?

- Identify moments when you are responding in a manner is based on stereotypes and adjust



Stereotype Replacement

What's one stereotype that has impacted your actions?

1. Identify your stereotype thought and the resulting behavior.
2. Then replace that with a non-stereotypical response.

Share with a partner.



Counter-Stereotypic Imaging

What is it?

- Thinking about counter-stereotypic examples to make positive exemplars salient and accessible

How might I do that?

- Spend time imagining counter-stereotypes or looking at counter-stereotypic images and examples



Counter-Stereotypic Imaging

What's a stereotype you want to work on countering? Why does this matter in your work? Share with a partner.



Increasing Opportunities for Contact

What is it?

- Seeking and creating opportunities to connect with and engage in positive interactions with out-group members.

How might I do that?

- Reflect on who you spend most of your time with (at work, at home, etc.), then make plans to branch out



Bias? Find out here



PROJECT IMPLICIT

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

Inclusive Leaders are Curious: Do You?

- Keep an Open Mind
- Have an authentic desire to understand how others see and experience the world
- Take actions to seek other's perspectives first
- Be skillful at “curious questioning” to clarify others' POV
- Gather input from a variety of people and perspectives

Activity: Stepping Into Someone Else's Shoes

1. Anonymous questionnaire: No talking or discussion.
Check items that are TRUE for you.
- 2. DO NOT PUT YOUR NAME ON THE QUESTIONNAIRE**
- 3. Fold your paper in half when you are finished.**
4. When instructed, stand and exchange the paper several times around the room
5. Now you represent the other person

Activity Debrief

1. Noticed, surprised or disturbed?
2. Judgements or assumptions?
3. What was uncomfortable?
4. What did you learn?
5. How will this help you to be more empathetic/inclusive?

Its Up to You

- You're not to blame, but you are responsible
- Ask yourself: is something cultural going on?
- Your most important tool:
 - your understanding of your own cultural programming and biases and their impact
 - your willingness to engage in this work with head, hand and heart

What will you **START, STOP, KEEP** doing?

Bringing this Behavior to Life



Let's Shake On It – Action Planning

Of the strategies covered in this section, which one(s) will be most helpful to you in your work at this time? How will you work on it?

Complete the commitment plan in your participant workbook.

Q & A

What questions do you have for Kelli?

