



# Standing up to Bias: Mine, Yours, Ours

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PRESENTERS NAME, TITLE

DATE

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# Welcome

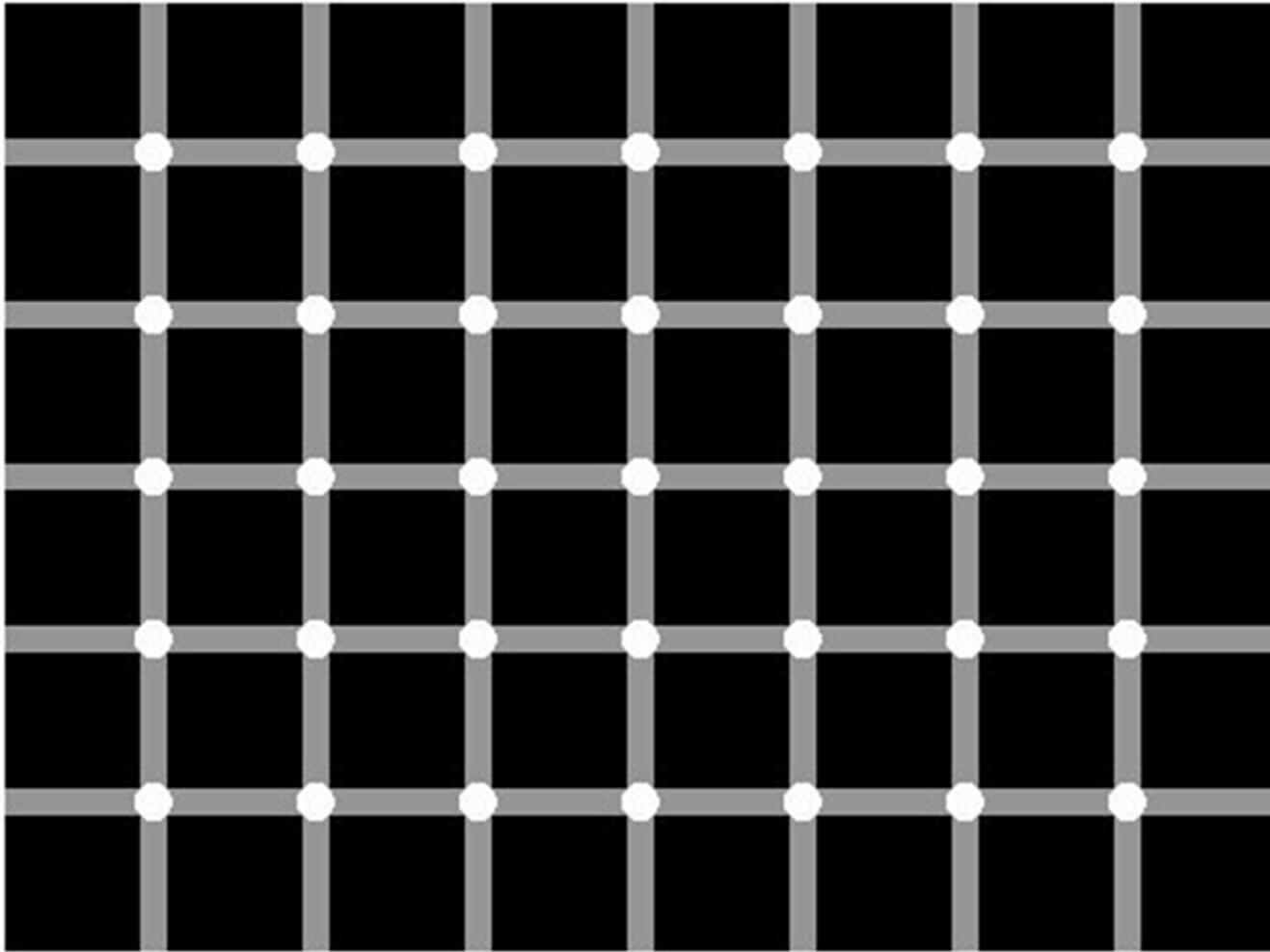
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# Objectives

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Participants will be able to:

- To define implicit bias
  - Identify the impact of implicit bias on decision making
  - Identify effective strategies for addressing implicit bias
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# Starting the Conversation

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Please watch this short video in which six people—three in white shirts and three in black shirts—pass basketballs around.

While you watch, keep a silent count of the number of passes made by the people in white shirts.

<http://www.theinvisiblegorilla.com/videos.htm>



# Group Discussion

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1. For those of you who have never seen this video, did you notice all the changes going on while you were counting the passes?
  2. Did you see the...?
  3. What was your reaction when you were told that those other things were going on in addition to the basketball being passed around?
  4. What does this video tell you about yourself?
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# Implicit Bias

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Implicit bias is “a positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level”.

Source: [http://med.stanford.edu/diversity/FAQ\\_REDE.html](http://med.stanford.edu/diversity/FAQ_REDE.html)



## Bias Can Also Alter Our Senses

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Bias can alter what we experience, what we pay attention to and what we ignore.

Biased expectations can affect our evaluation of what we hear and see, too.

Bias, especially unconscious bias, can affect our judgement about people or situations.

Therefore, bias can affect our responses to people and situations even without our conscious knowledge that it has this impact.

# The Implicit Association Test (IAT)

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This is the tool that was recommended for you to take before this discussion:

[www.implicit.harvard.edu](http://www.implicit.harvard.edu)

- It examines the “automatic pilot” that drives our thoughts and actions
  - The IAT measures implicit attitudes and beliefs that people are either unwilling or unable to report
  - It examines social attitudes
  - Offers one way to probe unconscious bias
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# Your Experience with the IAT

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1. What were your first reactions?
2. Were you surprised with your results?
3. How did you feel when you saw your results?
4. Did you feel like you wanted to argue with the test results?
5. Upon reflection, what did you feel and think about your experience?
6. What is your “takeaway”?

# Color Blindness

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Most of us, think we are color-blind and therefore assume we are justified in our thinking and behavior.

The idea that we may act with bias in dealing with children is counter to our thinking and desired self-perception.

Nevertheless, we can still be blinded by our expectations and judgements.

We see what we look for but may miss important truths to understanding the whole picture.

The gorilla (“elephant in the room”) usually goes unnoticed, unconsciously or consciously screened out.

# Resistance to Acknowledging Bias

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Unconscious bias is often lumped together with intentional discrimination. It is different.

If you are unconsciously biased, you probably don't know it. That is why it is called "unconscious."

It is hard, but can we accept the fact that we all are biased, either unconsciously or consciously?

Acceptance is the beginning of addressing our biases.

Have you acknowledged and challenged your biases? If so, how did you do it and how did it feel?

# Group Discussion

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1. How do you think unconscious bias has impacted your decision making:
  - at work,
  - at home,
  - in social interactions,
  - with clients
  
1. Have you acknowledged and challenged your biases? If so, how did you do it and how did it feel?

# Strategies to Address Unconscious Bias in Decision Making

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1. Recognize that diversity is real, dynamic, and legitimate – there is more than one way to see people and do things
  2. Become aware of your individual perceptions, stereotypes, and bias and their impact on decision making
  3. Engage in opportunities to learn about the diverse cultures of your students, their families, as well as your colleagues
  4. Suspend initial impressions and negative judgments
  5. Engage in courageous conversations to increase knowledge and address negative perceptions, stereotypes, and attitudes
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# A take-away

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The unconscious bias checklist, ask yourself:

1. What is the issue?
  2. What individual(s) are relevant to the issue?
  3. What are the consequences of decisions?
  4. Who are impacted/affected and how by the decision?
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Thank you!