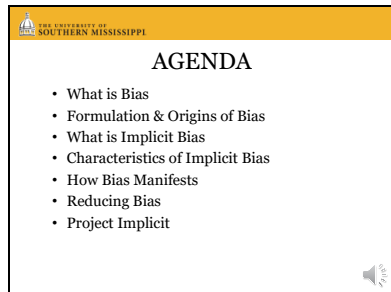


Slide 1



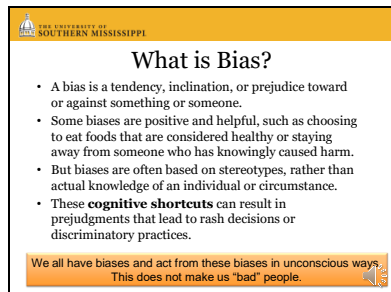
Welcome to Implicit Bias presented by the Office of AA/EEO at USM. Trigger warning: this presentation contains discussion of bias, stereotypes and discrimination.

Slide 2



This presentation will discuss what is bias, the formulation and origins of bias, what is implicit bias, characteristics of implicit bias, how bias manifests, how to reduce bias, and information about project implicit.

Slide 3



What is bias? Read the slide.

Slide 4

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The Formulation of Bias

Click on the link to watch a video on the formulation of bias
<https://vimeo.com/592875195/da18677297>




No recording on this slide.


Slide 5

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Origin of Bias

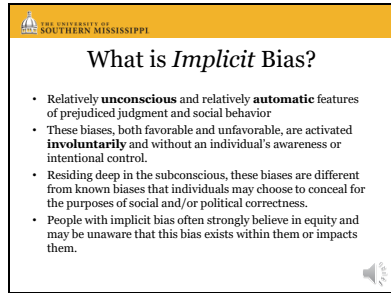


- Stereotypes from the media
- Our own experiences
- Experiences of others
- Observations
- Assumptions



Where do biases come from? For one, stereotypes from the media, such as the continued portrayal of certain ethnicities as terrorists in movies. Biases also come from our own experiences. For example, if you were assaulted by a person of a certain color you may develop a bias towards all people of that color. We are also impacted by the experiences of others, especially our parents. The way we are raised can bias us as our parents pass their own biases down to us. Biases also come from our observations and assumptions.


Slide 6



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What is *Implicit Bias*?

- Relatively **unconscious** and relatively **automatic** features of prejudiced judgment and social behavior
- These biases, both favorable and unfavorable, are activated **involuntarily** and without an individual's awareness or intentional control.
- Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.
- People with implicit bias often strongly believe in equity and may be unaware that this bias exists within them or impacts them.



So what is **IMPLICIT** bias. Implicit means the bias is relatively unconscious, that we may not even be aware of it. These biases can be both favorable or unfavorable to certain groups, but either way they are involuntary and without our awareness or control. The reason for this is that they reside deep in our subconscious. Implicit biases are not the same as beliefs and feelings we consciously try to hide because we aren't even aware we feel that way. People with implicit bias often have very strong beliefs in equity and so the idea that they could have any negative stereotypes inside of them is almost impossible to comprehend. But implicit bias is not about what we believe- beliefs are something that we have come to through cognitive thinking. Implicit bias exists at a level in our more primitive part of our brain where we learn fight or flight when we are in fear. For instance, if a person grows up in a family, neighborhood and school where everyone is of the same race greatly limiting their interactions with other races, and in early childhood one of the person's first experiences with someone of a different race was negative, such as an assault, no matter how many positive experiences that person has with others of different races in their life, that early experience will have imprinted and may carry an internal response, even if unconscious, throughout their life.

Slide 7

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Let's Try a Riddle

The Father & The Son

A father and son have a car accident and are both badly hurt. They are both taken to separate hospitals. When the boy is taken in for an operation, the surgeon (doctor) says 'I can not do the surgery because this is my son'.

How is this possible?

Speaker icon

Read the slide. This riddle has been around for many decades and was originally meant to demonstrate that most people associate a doctor with being a man, but of course the doctor could have been the boy's mother as well. Another answer to the riddle is that the doctor was a same sex partner. Can you think of any other answers? If you found yourself stumped at first, even if an answer came eventually, that is implicit bias at work.

Slide 8

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Characteristics of Implicit Bias

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to fairness such as judges.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

What are some characteristics of implicit bias? These biases are pervasive meaning that we all have them. And these biases do not necessarily align with our belief systems. For instance, just because your first association of a doctor is a cisgender man doesn't mean that you are sexist or homophobic. Additionally, while implicit biases tend to favor our own characteristics, we can also hold biases against our own ingroup. For instance, if your experience growing up was that men were the primary earners for the family, then you may without realizing it find yourself naturally thinking of men not women when you think of astronaut or doctor. This stereotype will likely have imprinted on you even if you yourself defied the stereotype by becoming an astronaut. Lastly, these biases are malleable, which means that we can unlearn them. But we must be aware of and accept even the most free thinking and tolerant people have them, even us.

Slide 9

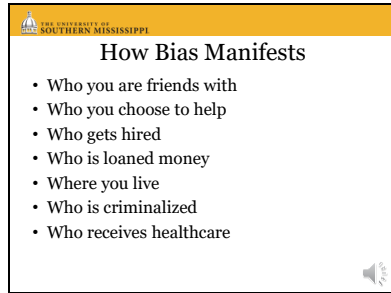
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Implicit Bias and Association

Implicit Biases have to do with association.
Associations: Name that Color – not the Word

• Green	• Yellow
• Red	• Green
• Yellow	• Red
• Blue	• Blue
• Yellow	• Yellow
• Blue	• Green
• Green	• Red
• Red	• Blue

Implicit Biases have to do with associations, like associating women with helping roles and men with leadership. This chart helps demonstrate how our brain automatically tries to make associations. Try to name the colors and not read the words. It's hard to do unless you find a way to not pay attention to the letters. Try to go through them real fast saying the colors {say the colors}... did you hear me halt here and there? That was me having to override my brain's natural associations.

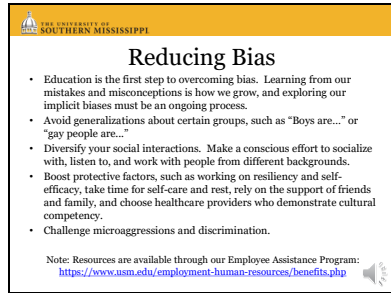


The slide features a yellow header with the Southern University of Southern Mississippi logo and name. Below the header, the title "How Bias Manifests" is centered. A bulleted list follows, detailing six areas where bias manifests. A small speaker icon is located in the bottom right corner of the slide content area.

How Bias Manifests

- Who you are friends with
- Who you choose to help
- Who gets hired
- Who is loaned money
- Where you live
- Who is criminalized
- Who receives healthcare

How does bias then manifest in our life and decision making. For one, it can impact who we make friends with. We tend to pick people who are the most like us, “like us” makes us comfortable. This also extends to who we choose to help as you are most likely to help someone you can identify with. It impacts who gets hired. While we automatically think of biases from a race, gender, age standpoint, a bias could be as simple as picking people who were in the same fraternity as you or who went to a certain school. Neither of those characteristics confirm that the person is a good hire, but they are personal biases that we carry. It also impacts who is loaned money, where people live, who is criminalized, and who receives healthcare. Our stereotypes impact our decision making in very important situations like these. For instance, it has been found that the police are much more likely to suspect black men of crimes and pull them over and search them than other groups of people. Other studies have shown that medical personnel are more likely to believe minorities have more tolerance to pain or are exaggerating their pain, all things that would impact a person’s access to healthcare. And because these biases can be implicit, meaning we aren’t even aware of them, we don’t even know how we are being influenced in our decision making and the way we treat others.



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Reducing Bias

- Education is the first step to overcoming bias. Learning from our mistakes and misconceptions is how we grow, and exploring our implicit biases must be an ongoing process.
- Avoid generalizations about certain groups, such as "Boys are..." or "gay people are..."
- Diversify your social interactions. Make a conscious effort to socialize with, listen to, and work with people from different backgrounds.
- Boost protective factors, such as working on resiliency and self-efficacy, take time for self-care and rest, rely on the support of friends and family, and choose healthcare providers who demonstrate cultural competency.
- Challenge microaggressions and discrimination.

Note: Resources are available through our Employee Assistance Program:
<https://www.usm.edu/employment-human-resources/benefits.php>

What can we do then to reduce bias? The first step is educating ourselves, like taking a course like this. Learning from our mistakes and misconceptions is how we grow, and exploring implicit biases must be an ongoing process. Another thing we can do is avoid generalizations and catch ourselves when do it, such as boys are a certain way. Anytime you are saying all of a certain group are a certain way you are stereotyping, so be aware of that. Also, you can diversify your social interactions. Make it a conscious effort to socialize with people who are different from you, listen to them, invite them into your workspace. Studies show the more we are exposed to diversity the more we let go of our stereotypes and biases. Boost protective factors, which means the things that help make you safe from the impacts of bias. Work on resiliency, which is the capacity to recover from difficulties, and self-efficacy, which is your belief in yourself to be able to handle adversity. Yes, these are things you can actually work on. Also, take time for yourself and rest, rely on the support of friends and family, and choose healthcare providers who demonstrate cultural competency. It is important for you to feel respected and understood by someone so important to your health. Lastly, challenge microaggressions and discrimination when you see it, especially when you are in a safe position to do so, such as with a friend who respects you.

Slide 12

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Challenging Bias

Click this link to watch a video on challenging bias
<https://vimeo.com/592875443/615653818b>



STRATEGIES FOR DEALING WITH
BIAS IN THE WORKPLACE

Do not read this slide.


Slide 13

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Project Implicit

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

- Implicit association tests measure how quickly people associate words, names or groups with certain characteristics.
- For instance, people in general are more likely to associate masculine names with leadership roles and feminine names with helping roles.
- Internalized bias- taking on negative stereotypes and attitudes about your own identity.
- Try it out- you are likely to be surprised.



Where can you start developing an understanding of your biases? Harvard has created implicit association tests which can be found at the link on the slide. These tests measure how quickly people associate words, names or groups with certain characteristics. As we've discussed, perhaps masculine names are more associated with leadership whereas feminine with helping roles. It will also help you find the internalized bias, those negative stereotypes and attitudes about your own identity that you may not even know are lurking inside of you. Try it out, you may be surprised. This is a great first step for challenging yourself.

Slide 14



Thank you for your time and attention for this very important presentation. If you would like to learn more... {who can they reach out to?}