Implicit Bias Through the Lens of Privilege
“Injustice anywhere is a threat to justice everywhere.

-Martin Luther King Jr.
Objectives

• Explore implicit bias generally.
• Evaluate personal biases.
• Consider ways to mitigate and dismantle implicit bias.
Viewing Implicit Bias and its Impact Through the Lens of Privilege
Implicit Bias?
The Unconscious Mind

Schemas: the “frames” through which our brains help us understand and navigate the world:

1. Sort into categories
2. Create associations
3. Fill in the gaps
What color are the following lines of text?

- **Cvur zxyq brrm**
- **Xoc jbni oew mne**
- **Vqeb peow ytro**
- **Vqeb peow ytro**
What color are the following lines of text?

- Black
- Red
- Blue
- Green
What color are the following lines of text?

- Green
- Black
- Yellow
- Blue
We unconsciously think about race even when we do not explicitly discuss it.

How we think:

- Humans need meaning.
  - Individual meaning
  - Collective meaning
- Only 2% of emotional cognition is available consciously
- Racial bias tends to reside in the unconscious network
Screened auditions account for up to 46% of the increase in the percentage of females in symphony orchestras since 1970.

Claudia Goldin, Cecilia Rouse: The Impact of "Blind" Auditions on Female Musicians (1997)
What to do with bias?

• Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
• Openly acknowledging and challenging biases allows us to develop strategic interventions.
Implicit Bias Learning Activity

Privileges associated with:

- Social Identities
- Social Groups
- Ability
- Class
- Gender
- Nationality/Citizenship
- Race/Ethnicity
- Religion
- Sexual Orientation
Ability

- I can assume physical access to any building.
- My physical limitations do not cause others to question my intellectual ability.
- I have not been denied opportunities because of physical limitations.
Class

- I can access/purchase suitable clothing for work and work-related events.
- I do not have to skip meals because I cannot afford to eat.
- I can seek medical or dental treatment when needed.
Class (continued)

- I do not have to rely on public transportation; I can access a vehicle for personal use when I need to.

- My presence is not perceived by others as a threat, even in higher socioeconomic status neighborhoods or venues.
Gender

- I can go out alone at night without thinking about being raped or sexually assaulted.

- I do not have to think about whether my wardrobe choice communicates sexual availability.
A decision to hire me will not include considerations or assumptions that I might plan a family soon.

I will not be expected to change my name upon marriage or questioned if I do not.
Nationality/Citizenship

- I can vote in elections.
- My citizenship status would never be a reason not to contact the police, if I was the victim of a crime.
- My citizenship status would never be the reason I could not obtain medical assistance.
Nationality/Citizenship

- I do not fear deportation or the deportation of friends or family.
- I am never asked to stop speaking the language I am using when overheard speaking to others.
- My citizenship status or country of birth is not questioned.
Race/Ethnicity

- Mainstream media routinely depicts my racial/ethnic group in a wide range of roles.
- I do not have to tell my children about systemic and structural racism for their daily physical safety.
- I can perform well without being told my race/ethnicity should be proud.
Race/Ethnicity

- I am never asked to provide an opinion on behalf of my racial/ethnic group.
- I can go shopping without being monitored.
- Others are not surprised to learn my race/ethnicity, after only knowing of my credentials and experience.
I do not have to work on my religious holiday.

Others do not consider my religious practices to be “different.”

My faith or religion is not questioned or scrutinized by a governmental entity.
Religion

- I can easily find a place to worship when moving to a new city.
- Food that honors my religious practices are easily found and provided as an option at work gatherings or events.
Sexual Orientation

- I do not fear negative consequences should my employer or colleagues learn of my sexual orientation.

- I can move freely in public without fear of being harassed or attacked because of my sexual orientation.
Sexual Orientation

- I have not been excluded from family or friend gatherings because of my sexual orientation.
- Others do not treat me “differently” because of my sexual orientation.
- I have never been told it is wrong to love who I love solely because of sexual orientation.
Reflections
Privilege and Social Identities:
Small Group Discussion

- What personal Privileges were you unaware of?
- What do you believe contributed to the lack of awareness; how can you become more aware of your own Privileges?
- What impact will this awareness have personally/professionally?
Reflections
Privilege and Social Identities

Large Group Discussion

- Privilege ≠ Bias
- The impact of personal Privilege “in action” may contribute to your personal biases.
- Creation of Ingroup vs. Outgroup designations and associations.
Strategies to Mitigate Bias

Large Group Discussion

- Awake to Consciousness!
- Be Mindful! Be Purposeful!
- Engage in Critical Self-Review and Reflective Discovery.
- What is the Root of my Bias?
- Be Personally Accountable!
Strategies to Mitigate Bias

Large Group Discussion

- Be Vulnerable!
- Ask Questions to Challenge Your Thoughts, Actions.
- Seek out Someone with a different POV and VALUE their words.
- Continually Re-Evaluate.
- Challenge Assumptions.
Strategies to Mitigate Bias

Large Group Discussion

- Practice Empathy!
- Understand your Biases shape your personal and professional decisions.
- Identify Structural Polices and Practices =Bias
- Decide Today...I will...!