



**Beyond
Resolved**

Anti-Bias Training

**CONNECT.
DEBATE.
EMPOWER.**

Why is anti bias training necessary?

To ensure equity meaning that we are all committed to playing a fair game, essentially creating a “Tournament of Merit.”

Implicit Biases: an attitude or stereotype that you have no direct knowledge of. Implicit biases operate automatically, even when we are trying to do the right thing, they still threaten a true “tournament of merit.” Our implicit biases statically favor one group over others.

Types of implicit biases:

Confirmation Bias: when we seek out information that supports our hypothesis about a person and minimize information that challenges it. We are all supsectable, even people with no self interest with the decision.

Affinity Bias: where our liking or disliking someone/group of people influences our judgment of that person’s performance.

Ingroup favoritism: where we favor folks that belong to our own teams, including members of our race, religion, or area.

Regardless of our **education or expertise**, we are susceptible to automatic cognitive processes that throw our **decision making**.

Every minute, our brain processes **thousands of stimuli**, making it impossible to process every piece of data individually. Instead, we file this information automatically into mental schemas, which are templates of knowledge that sort specific information into broader categories. We don't' just classify items, we classify people by social categories such as age, role, gender, or age. These categories might lead us away from true “tournament of merit.”

Using **schemas**, we file people into specific groups, but our brain may also filter these people with things/stereotypes that your brain automatically associates with this specific group.

Attitude: a general gut feeling or evaluative science, such as hot vs. cold or like vs. dislike.

Stereotype: a more specific association between a category and a particular trait, which may even apply to people.

Explicit Biases: attitudes and stereotypes that you know you have because you can just ask yourself what your feelings and thoughts are, and get an answer.

How can I tell what my biases are?

You can find out your explicit biases by asking yourself honestly what you feel about certain groups, but since you can't know your implicit biases, you can take a test called the IAT or the Implicit Association Test. Since it is easier for our brain to sort two concepts together if they are closely associated, the test measures how quickly we sort pictures or words flashed on a computer screen together. The faster the speed, the stronger we associate two concepts. The actual test (reaction time measure) is not the same as the underlying construct (implicit bias), it is just a measurement test. You can go to projectimplicit.org to take the test easily and anonymously.

How do we fight against our biases?

There are 3 strategies:

- **Mindset**
 1. Be humble, the best scientific evidence suggests you are less likely to discriminate.
 2. Be mindful, slow down and monitor your thoughts and behaviors.
 3. Be internally motivated to be fair.

- **Debiasing**
 - With enough counter information, we can reduce our implicit biases.
 - Try stereotype replacement, which is:
 1. Recognize when your thinking seems to be driven by an implicit bias.
 2. Label the thinking as stereotypical.
 3. Reflect on why this occurred in the first place.
 4. Replace this thought with a counter-typical example and try to think and act accordingly.

- **Decoupling**
 - This consists of toggling the link between implicit biases and behavior.
 - Example: determine predetermined round criteria.

Thank you for taking the time to participate in anti-bias training!

If you have questions or want to learn more about Beyond Resolved, please contact us at beyondresolvedtx@gmail.com or find us on Instagram at [@beyondresolvedtx](https://www.instagram.com/beyondresolvedtx).

