



Implicit and Unconscious Bias An introduction

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Agenda for Today

- What is implicit bias?
- What does implicit bias look like in the real world?
- The impact of implicit bias
- How can the potential impact of implicit bias on behavior and outcomes be reduced?

Importance of Impartiality

Title IX requires investigators to be impartial. Yet, Title IX investigations naturally and understandably stir up powerful emotions and attitudes that affect everyone involved — the parties, the witnesses, and the investigators.

The resulting investigations have long-lasting repercussions for all of the people involved. The importance of the investigator's role in these complexities cannot be overstated – and that requires the investigator to know and understand their own biases, reactions, and perspectives.

Our Brains on Bias

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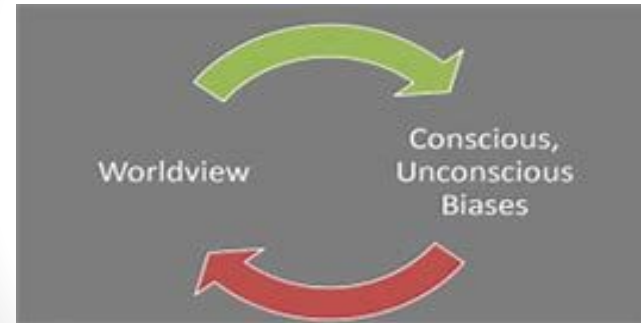
Visualization

Close eyes and take a deep breath.

1. You are boarding the plane that is taking you to a conference. As you enter, the pilot comes out of the cockpit and welcomes you.
2. You land and check into your hotel and have a wonderful meal. Next to you are a couple who are celebrating their wedding anniversary.
3. You turn up at the conference excited to see who are the panelist for the first session.

Worldview & Bias

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Our Worldview

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A **worldview** is a collection of attitudes, values, stories and expectations about the world around us, which inform our every thought and action.

How do you see the world?

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- Our world view comes out of a *combination* of our social groups and our life experiences
- Our worldview is how we interpret reality; what we believe to be true. It determines our beliefs, values and behavior. It also impact our cross cultural interactions
- Is a worldview or belief permanent or is it changeable?
 - What are some examples of this?
 - What is the common denominator in a change of an individual's worldview?

Implicit/Unconscious Bias

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Implicit bias refers to our evaluations, beliefs, attitudes, whether positive or negative, that exist outside of our conscious awareness and control.

Our implicit biases can impact our decisions, perceptions, and behaviors. This makes it more difficult for us to live up to our values of equity and fairness. That means that the actions and decisions resulting from our implicit biases can create real barriers to equity and opportunity for all.

Implicit Bias is...

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- Stereotypes that affect our understanding, actions and decisions in an unconscious manner
- These biases, which include both favorable and unfavorable assessments, 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

Characteristics of Implicit Bias

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Implicit biases are pervasive and everyone possesses them. Even those with stated commitments to impartiality and fairness. Implicit biases do not always match our declared beliefs.

We tend to hold biases that favor our own in-group

Implicit biases are malleable and can be unlearned

Types of Implicit Bias

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Affinity – A tendency to warm to people like ourselves

Halo – The tendency to think that everything about a person is good because you like them

Perception- The tendency to form stereotypes and assumptions about certain groups that make it impossible to make an objective judgement about these groups

Types of Implicit Bias

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Confirmation – Tendency to seek information that affirms pre-existing beliefs or assumptions

Group Think – When people try hard to fit into a particular group by mimicking others and holding back their own thoughts and views

Some Impacts of Implicit Bias (personal)

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- *Chronic Stress (when sustained)*
- *Hyper-vigilance*
- *Reduced risk-taking*
- *Inability to concentrate*
- *Reduced life expectancy*
- *Self-doubt, stereotype threat*

At Luther College

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- We now know that we all hold implicit biases that may impact our attitudes and decision-making in and outside of the classroom, without us knowing it. These implicit biases, positive or negative, don't reflect our conscious beliefs about students, but they can still have an impact on their educational outcomes.

Some Strategies

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1. Spot the Biases

We can help deter unconscious biases by first identifying them. Bosteels says, "We all say that we use data for our decision making, but a lot of our decisions are actually driven by unconscious bias, by how we consider something to be safe, acceptable to us."

2. Implement Corrective Maneuvers

- ❖ Personal and cultural Self awareness
- ❖ Diversify the team
- ❖ Use data and other more "objective" criteria
- ❖ Pay attention to your triggers

Conclusion: Blindspots

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A Very Short Video

<https://www.youtube.com/watch?v=BFcjfqmVah8>

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