

Exploring Implicit Bias

Facilitated by Dr. Faye Allard

Virginia Tech Carilion School of Medicine

Tuesday February 26th 2019

+ What's in store?

- What is implicit biases and how do we learn them?
- Why does implicit bias matter?
- How can we overcome implicit bias?
- You will need a pen and a piece of paper and an open mind.

+ How much you get out of today's workshop really depends on you!

- Participation is key – this workshop is about *your* journey into exploring implicit bias.
- This is a supportive environment where we listen carefully to other people's opinions, but we aren't afraid to disagree.
- Feel free to stop and ask questions: chances are someone is wondering the same thing!
- There may be times today where you feel out of your comfort zone... roll with it!
- My hope that today's workshop will be as **fun** as it is informative and challenging.




+Introductory Activity

+ Please answer the following question(s):

EASY: What is your name and your position?

BONUS OPTIONAL QUESTION: How might implicit bias affect the job you do?





What are implicit +biases and how do we learn them? Thinking about ourselves

+ What is implicit bias, stereotypes, prejudice, and discrimination?

■ **Implicit bias** can be defined most simply as our unconscious preferences.

■ **Stereotypes** are an exaggerated belief about a group — a generalization that allows for little or no individual differences. Stereotypes can be negative and positive.

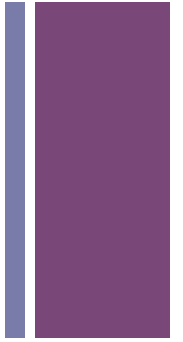
Prejudice describes people who endorse or approve of negative attitudes toward various groups.

Prejudice = BELIEFS

Discrimination refers to harmful or negative acts (not just thoughts) against people deemed inferior as a member of a certain group without regard to their individual merit.

Discrimination = ACTION

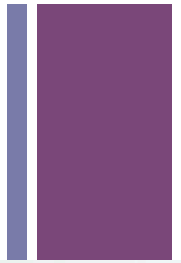
+How and when do we learn implicit bias?



- With the people in your group please spend a few minutes discussing the ways in which we learn “implicit bias?”
- At what age do you think we learn these biases?



+ Case study: When do we develop implicit racial bias?



- There is a distinction between children noticing racial differences and the meaning attached to these differences.
- Studies indicate infants notice racial differences between 6 months and 1 year.
 - Katz found that babies will stare significantly longer at photographs of faces that are a different race from their parents, indicating they find the face out of the ordinary.
- In Katz's experiment, when the kids in the study turned 3, she showed them photographs of other children and asked them to choose whom they'd like to have as friends.
 - Of the white children, 86 percent picked children of their own race.

Obligatory cute baby picture alert!



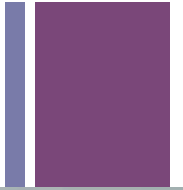
+ Case study: When do we develop unconscious racial bias?

- At 5 and 6, Katz gave the children a deck of cards, with drawings of people and asked them to sort the cards into two piles any way they wanted.
- Only 16 percent of the kids used gender to split the piles. But 68 percent of the kids used race to split the cards, without any prompting.
- Katz concluded: "I think it is fair to say that at no point in the study did the children exhibit the type of color-blindness that many adults expect."

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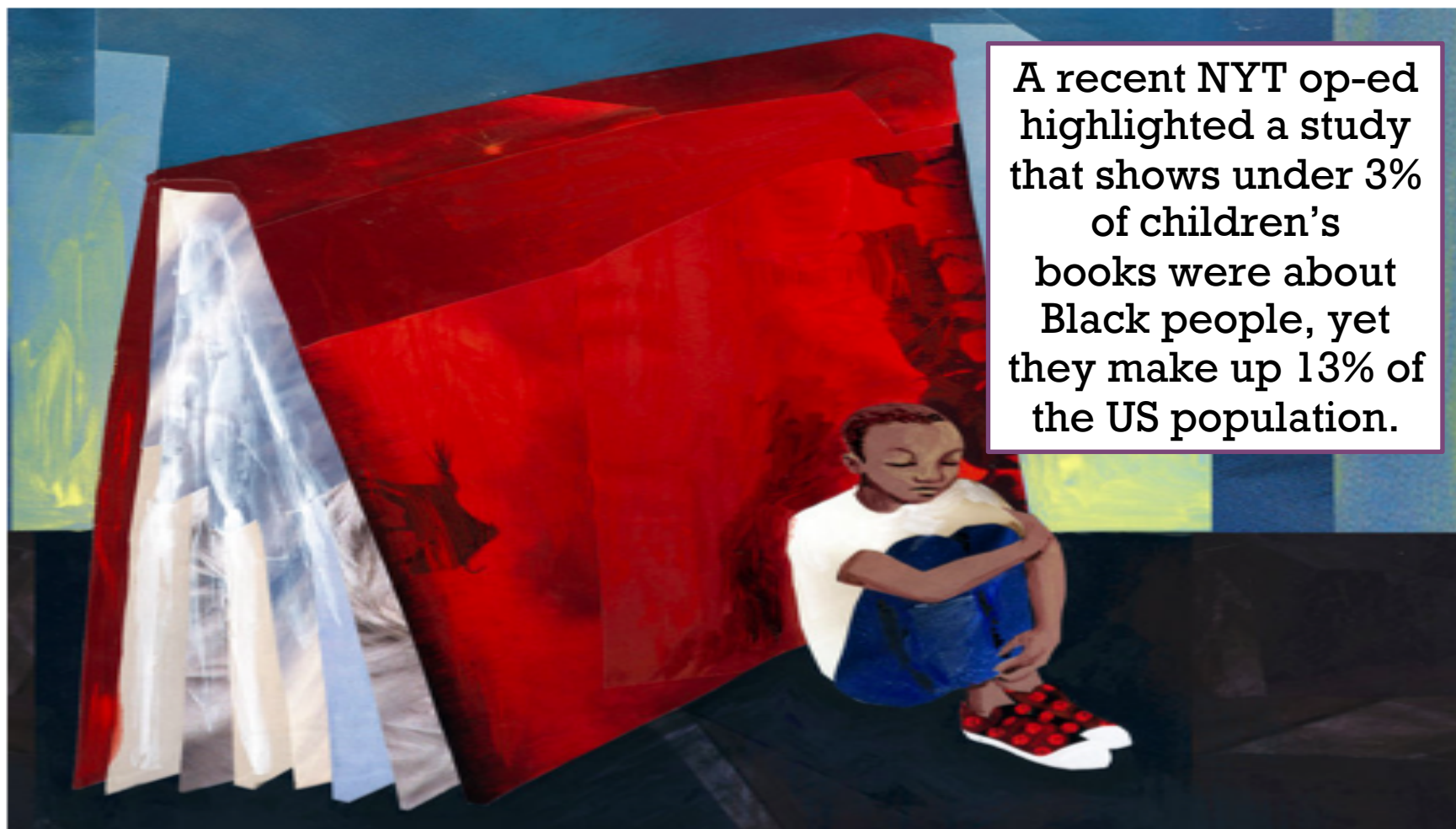


+ Case study: When do we develop implicit racial bias?



Where Are the People of Color in Children's Books?

By WALTER DEAN MYERS MARCH 15, 2014



Christopher Myers

A recent NYT op-ed highlighted a study that shows under 3% of children's books were about Black people, yet they make up 13% of the US population.

Of 3,200 children's books published in 2013, just 93 were about black people, according to [a study](#) by the Cooperative Children's Book Center at the University of Wisconsin.

EMAIL


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+ Case study: When do we develop implicit racial bias?

Rosenberg's analysis of main characters on scripted prime time shows on the "big four" ABC, NBC, FOX and CBS:

- Half the population would be White men.
- Five percent of the population would be Black men.
- 1.9 percent of the world would be Asian or Latino men.
- 57 percent of the population would be men.
- 34 percent of the world would be white women
- 3.8 percent would be African-American women
- 3.8 percent would be Latino or Asian women



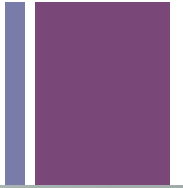
Importantly: it is who we *don't* see that allows our implicit bias to develop unchallenged.

+ Case study: When do we develop implicit racial bias?

- A 2007 study in the *Journal of Marriage and Family* found that out of 17,000 families with kindergartners, nonwhite parents are about three times more likely to discuss race than white parents; 75 percent of the latter never, or almost never, talk about race.



+ How do parents influence racial awareness in children?



+ Case study: When do we develop implicit racial bias?

- Once learned, stereotypes and prejudices resist change, even when evidence fails to support them or points to the contrary.
- People will embrace anecdotes that reinforce their biases, but disregard experience that contradicts them.
- "Some of my best friends are _____" captures this tendency to allow some exceptions without changing our bias.
- Think about microaggressions!



+ Why does implicit bias matter?

Thinking about bias in our workplaces and beyond

+ Why does hidden bias matter?

- Many studies show a link between implicit biases and actual behavior.
- Implicit biases can reveal themselves in action, especially when a person is under stress, distraction, or competition.
- Unconscious beliefs and attitudes have been found to be associated with basic language and behaviors such as eye contact, blinking rates and smiles.
- Let's think of some other ways that implicit bias might unconsciously creep into the work place...

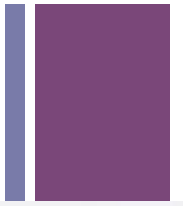


+Draw me a scientist!
I'm not kidding! Please
draw a scientist!



THE 3% C●NFERENCE


+ How much you think an inch of male height is worth per year?



- Gladwell highlighted that less than 15% of American men are over six foot tall, yet almost 60% of male corporate CEOs are over six foot tall.
- Less than 4% of American men are over six foot, two inches tall, yet more than 36% of corporate CEOs are over six foot, two inches tall.
- But this has real implications: when corrected for age and gender, an inch of male height is worth **\$789** per year in salary.



+ Among females what hair color do you think has the highest average salary?



The salaries of
blond women are
7% higher than
those of women
who are brunettes
or redheads.

*Source: Queensland
University*

3. Blonde Hair

4. Brown Hair

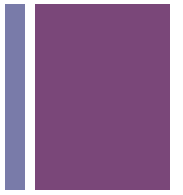
+ What personality characteristics are attributed to hair?

What are the societal beliefs about these hair styles?





+ Was the man on the left or the right angry?



Ingroup biases influence perceptions. When briefly shown two faces, one neutral, one angry, people more often misrecalled the Black rather than the White face as angry (Becker & others, 2010).



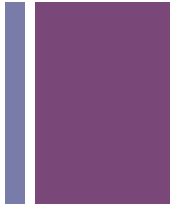
+ Weight bias

- National Association to Advance Fat Acceptance (NAAFA) found obese and overweight people who are currently employed are *less* likely to be promoted or to receive salary increases than their peers of “normal” weight.
 - This is particularly the case for overweight women.
- The National Bureau of Economic Research found for every 1% increase in a woman’s body mass, there is a corresponding 0.6% decrease in family income.
- 43% of overweight people report weight bias from employers and supervisors.

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+ Which person do you think is more competent?



Scientists showed study participants photos of Sen. Russ Feingold (left) and Tim Michels (right), who ran against him in 2004.

They preferred Feingold, saying his face looked more mature.

Voters also favored Feingold, and researchers say his face helped him win re-election.



+ Who's "in" in your inbox?

- In a 2012 study, Katherine Milkman from the University of Pennsylvania emailed 6,500 professors from 89 disciplines at the top 259 schools, pretending to be students.
 - The only difference was the sender's name e.g.: "Brad Anderson, Meredith Roberts, Lamar Washington, LaToya Brown, Juanita Martinez, Deepak Patel, Sonali Desai, Chang Wong, Mei Chen."
- Milkman found "Professors ignored requests from women and minorities at a higher rate than requests from white males. ... We see a 25-percentage-point gap in the response rate to Caucasian males versus women and minorities."
- Faculty at private universities, business schools and those in "lucrative" fields were more likely to discriminate than those at public schools or those who work in the humanities.
- Racial bias was most evident against Asian students, which surprised researchers, who assumed the stereotype of "Asians as a model minority group" would be reflected in faculty response.



+ What's in a Name?

In your group discuss the ways in which a name could lead to implicit bias in the workplace?


- Many researchers are interested in the unconscious bias people hold towards names. Bertrand set out to test if there was racial bias in hiring processes.
- She sent identical resumes to 1,300 jobs, but varied the name to make the applicant “sound” Black or white.
- She found employers engaged in serious discrimination based on name alone.
- White applicants were asked to attend an interview 50% more often than Black applicants.



- + What's in a Name?
- How easy is it for people to discriminate against a name?

Answer: pretty easy

Can you think of any other ways implicit bias might affect our workplace?



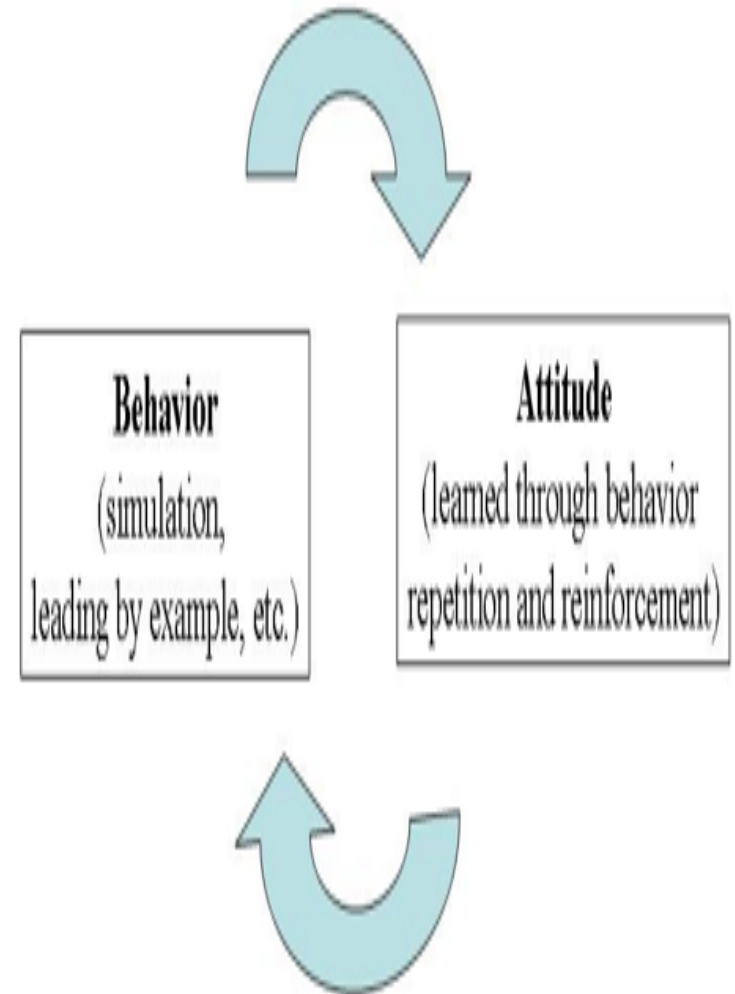
How can we + overcome implicit bias?

Evidence-based strategies for
decreasing the influence of
bias in our day-to-day
interactions

+The relationship between attitude and behavior



- It may not be possible to completely remove your implicit bias, but it is certainly possible to consciously rectify it.
- If you are aware of your implicit biases, you can monitor and attempt to ameliorate hidden attitudes before they are expressed through behavior.
 - Remember the important difference between prejudice/preference and discrimination!
- Social-psychological research suggest that a change in behavior can modify beliefs and attitudes.



+ How can we overcome implicit bias?

- In your groups spend some time and discuss strategies you think might help overcome implicit bias.
- Try to be as practical as you can! We will hear your thoughts in a few minutes.



Let's now look
at 5 *personal*
steps you can
take to
overcome bias!

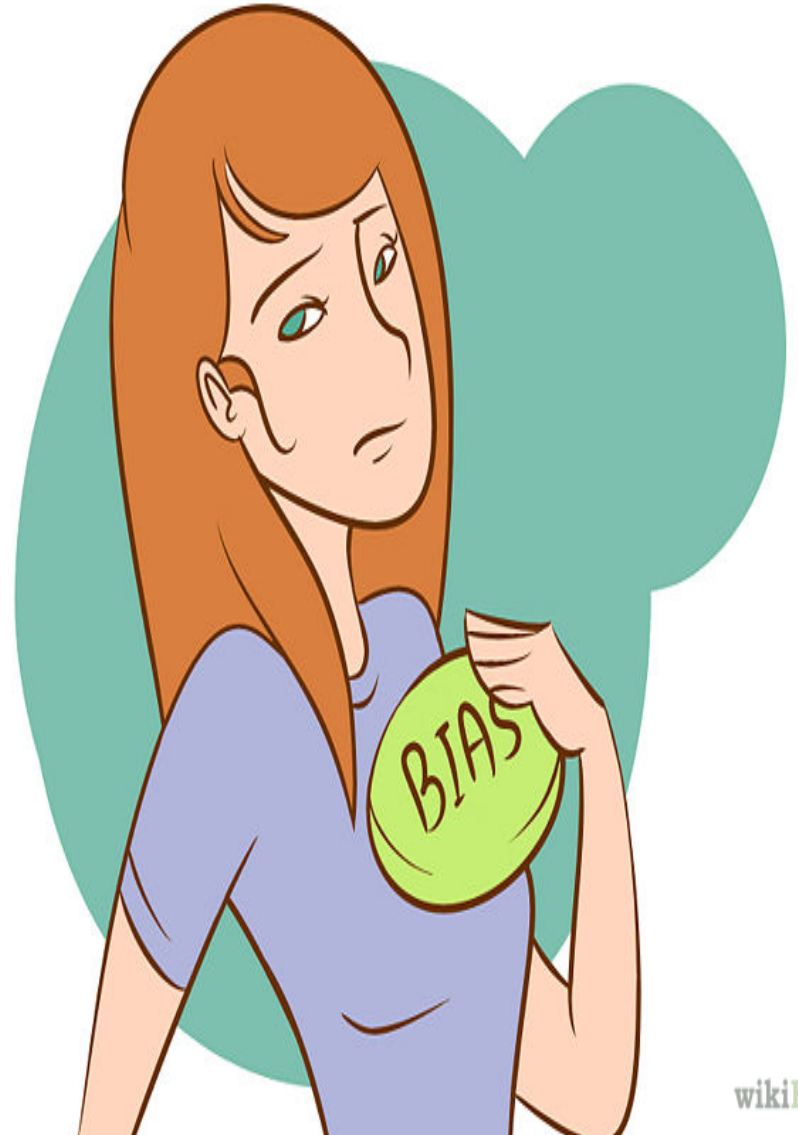
Step 1: Consider various ways you can gain insight into your bias

- Becoming *aware* of our own biases help us mitigate them. We can't change them if we don't know about them!
- So be introspective: take implicit association tests and talk with friends.
- But bias also loves company! We like the familiarity of things that uphold our opinions, conscious or otherwise.
- So seek perspectives that are different to your own:
 - Talk to someone holds different views from you.
 - Watch TV shows or movies you would normally skip past.
 - Read a publication or visit a website you would never usually look at.



+ Step 2: Recognize that you hold bias

- Often people think they've admitted their bias, but are holding on to justifications for that bias.
- Truly recognizing a personal bias is usually a humbling, upsetting, and sometimes shameful process, but an essential one.
- Remember *everyone* has implicit biases; the important thing is what you do with them!



+Step 3: Consider why it is so hard to remove bias

- The focus of your bias might make you uncomfortable; maybe all you've heard are negative stories.
- It has been argued that giving up bias is surrendering part of yourself up, or betraying your cultural identity.
- You may feel you have a bias but have not really come to a conclusion that it should be abandoned.



+ Step 4: Ask questions. Ask some more. Then ask some more!

- Questions help you gain insight and help lessen the grip the bias has on you.
- Whenever the thought or bias arises, you can ask yourself:
 - "Is this bias of mine fair, relevant or even worthy of having?"
 - "Does this prejudice own me?"
 - "Does this help anyone?"
 - "OK, it's a prejudice, but what is this prejudice, how did I get it, why is it so powerful, why do I find it important?"



+ Step 5: Face your bias head on (literally!)

- The most effective (and hardest) way to get around it is to meet it face to face.
- Look for the humanity in the focus of your bias. Everyone is human and has feelings, thoughts, wishes and dreams.
- Widen your circle of friends! Go to a place where you know people who you are biased against reside!
 - Sit next to someone you wouldn't normally on a bus, train or event on campus. Or visit a new neighborhood.
 - Visit a religious open house and meet people of that group.
 - Find an association for the group you hold a bias against (there are many groups on campus!) and ask to attend a meeting.



You survived!

Keep thinking, keep
reading, but most
+ importantly keep talking
about implicit bias!

Feel free to contact me – I'd
love to hear your views and
ideas:

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