

Addressing Implicit Bias



April 9, 2:00-3:00
Andy Nash and Cynthia Peters

Implicit Bias - a definition

Implicit bias includes attitudes and beliefs (positive or negative) about other people, ideas, issues, or institutions that occur outside of our conscious awareness and control, which affect our opinions and behavior. Everyone has implicit biases that they have developed over a lifetime. However, people can work to combat and change these biases.

Source: Facing History and Ourselves (www.facinghistory.org)

Confirmation bias

Confirmation bias, or the selective collection of evidence, is our subconscious tendency to seek and interpret information and other evidence in ways that affirm our existing beliefs, ideas, expectations, and/or hypotheses, and to ignore contradictory evidence.

Source: Facing History and Ourselves (www.facinghistory.org)

Did Anyone Take The Implicit Bias Test?

Millions of people have taken this test, so there is LOTS of data pointing to the existence of implicit bias.

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

However, no strong connection between *individual* bias and individual discriminatory behavior

<https://www.chronicle.com/article/Can-We-Really-Measure-Implicit/238807>

Another source of LOTS of data:

According to many large studies:

- Referees favor home teams
- Racial bias is evident

National Bureau of Economic Research
<https://www.nber.org/papers/w19765>



What is your experience?



We asked you to come to the webinar prepared to share one example of implicit bias that you've either

1. witnessed,
2. experienced yourselves, or
3. expressed yourselves.

Unconscious Bias Applies to All of Us

- We are hard-wired to make snap decisions about what is safe, comfortable, valuable.
- Like the referees, we all have countless discretionary moments in a day -- moments when we may be driven by bias.
- Our biases show themselves in various ways:
 - Micro-affirmations
 - Micro-devaluations
 - Affinity bias
 - Underlying worldview



It's not *just* small things. It's also the *big underlying* things!

Watch this video? 5 mins.



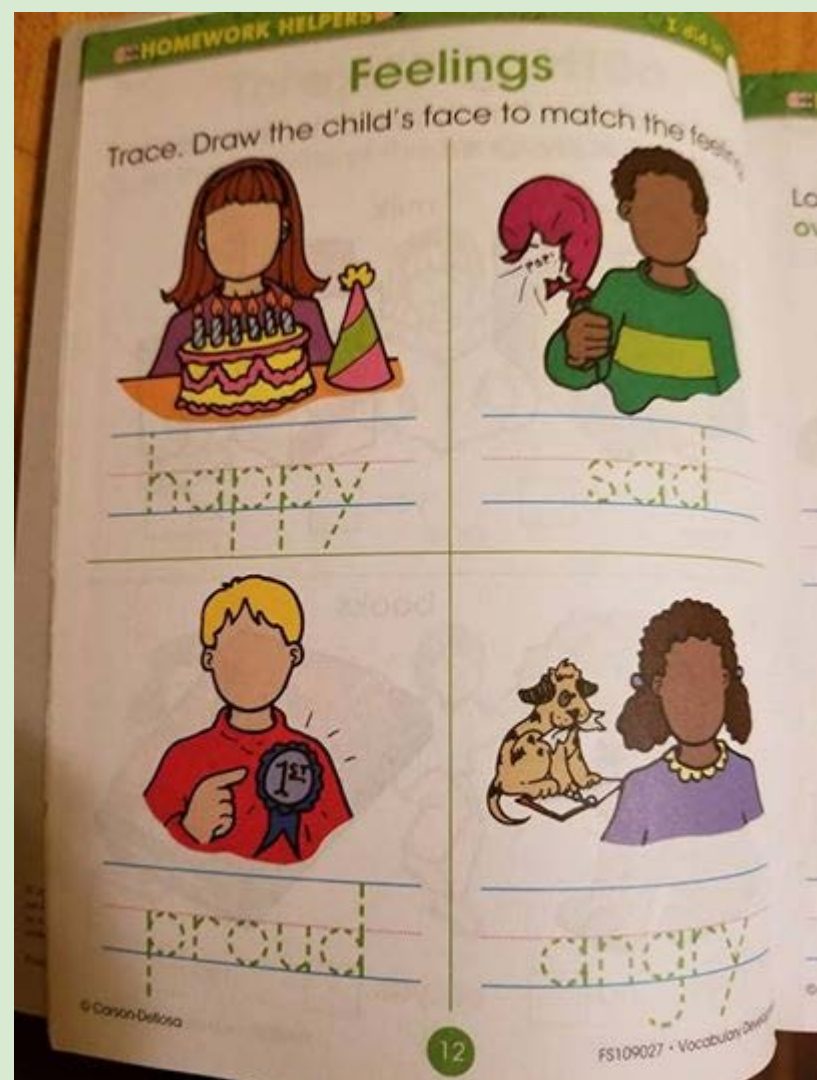
Can you solve this?

<https://www.youtube.com/watch?v=vKA4w2O61Xo>

Is implicit bias really a problem?

Yes!

Image from Homework Helpers
Vocabulary Development Workbook,
2009, Carson Dellosa Education



Average Bias in a Community Matters

“Metro areas with greater average implicit bias have larger racial disparities in police [shootings](#). And counties with greater average implicit bias have larger racial [disparities](#) in infant health problems.”

www.scientificamerican.com/article/how-to-think-about-implicit-bias/



Bias Yields Racial Disparities in Expectations

“Non-black teachers of black students have significantly lower expectations than do black teachers. These effects are larger for black male students and math teachers.”

research.upjohn.org/up_workingpapers/231/



White Male Names Get More Responses

A recent [field experiment](#) conducted by one of us and colleagues found that the instructors of online courses were nearly twice as likely to respond to discussion-forum comments placed by students who were randomly assigned white-male names.



www.brookings.edu/blog/brown-center-chalkboard/2017/03/20/the-insidiousness-of-unconscious-bias-in-schools/

Stereotype Threat

Studies show that just the *fear of being stereotyped* will cause students to de-identify with the school or the field of study, and it will lower test-takers' scores.



psycnet.apa.org/record/1997-04591-001

Find the implicit bias!

Students say they have money problems. As their teacher, you search for financial literacy resources to help them make sense of and address the challenges they face. You find one source that offers workshops such as:

- Tips for Managing your Money
- How to Make Informed Retirement Decisions
- Use Google Spreadsheets to Make a Budget
- Three Strategies for Saving for College



What is the implicit bias here?



THE CHANGE AGENT

Adult Education for
Social Justice: News,
Issues, and Ideas

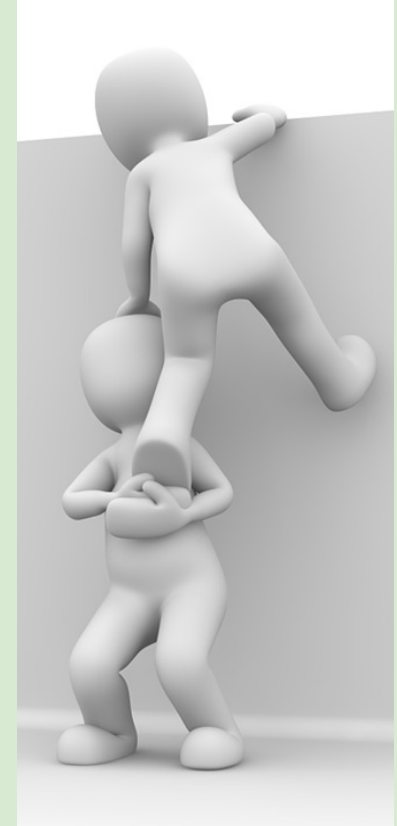
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What can we do about implicit bias?

- **Build self-awareness:** Examine our biases so they shift from unconscious to conscious
 - Take an implicit bias test
 - Make a conscious effort to slow down and monitor our own beliefs /decisions/behaviors
- **Remember:** it's not about whether you're a "good" person or not. It's hard to think about something if you're feeling blamed or at fault. Everyone has implicit bias.
- **Invite feedback**
 - Collaborate with peers to create an observation protocol
 - Get student feedback through evaluation



What can we do about implicit bias?

- Monitor your practice
 - When do you ask students for “evidence”?
 - Wording of questions
 - Materials - do they reinforce or interrupt bias?
 - Consider your worldview and dominant worldview
- Lessons
 - Study the phenomenon of bias
 - Build listening skills
 - Don't conflate explicit bias (opinions) and implicit bias
 - Develop lessons that surface underlying worldview



Opinion and Implicit Bias

Opinion 1	Opinion 2	Implicit bias
<p>Immigrants take our jobs and lower our wages.</p>	<p>Immigrants are good for our economy and do the jobs nobody else wants to do. Our food would be unaffordable if it weren't for immigrant labor.</p>	

Opinion and Implicit Bias

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<p>Immigrants take our jobs and lower our wages.</p>	<p>Immigrants are good for our economy and do the jobs nobody else wants to do. Our food would be unaffordable if it weren't for immigrants.</p>	<p>If immigrants aren't good for the economy, we don't want them. There would be no "use." If a person doesn't serve a purpose - provide a 'good' - they are disposable.</p>

Resources

Diffusing Bias (Facing History and Ourselves) (<https://www.facinghistory.org/resource-library/video/day-learning-2013-binna-kandola-diffusing-bias>)

Implicit Bias: Real World Consequences (BruinX, Office of Equity, Diversity and Inclusion, UCLA)
(<https://www.youtube.com/watch?v=8SIb97tZSpl>)

Can you solve this? (Veritasium)
(<https://www.youtube.com/watch?v=vKA4w2O61Xo>)

Understanding Unconscious Bias (royalsociety.org/diversity)
(<https://www.youtube.com/watch?v=dVp9Z5k0dEE&feature=youtu.be>)

Thank you!

A link to a recording and slides of this webinar will be sent to you and will be archived at nelrc.org/resources.

Please complete the very short webinar evaluation that pops up at the end.

Andy Nash, andy_nash@worlded.org

Cynthia Peters, cynthia_peters@worlded.org

nelrc.org/PD