



# Implicit Bias Discussion



- BEST TEAM:
- Belinda Cortez Vazquez
- Ravi Randhava
- Vickie R. Sides
- Lynda Daher

# Group Agreement

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LISTEN FULLY

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SILENCE IS OK

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MONITOR AIRTIME: STEP UP, STEP BACK

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ASSUME THE BEST INTENTION

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COMMIT TO BEING PRESENT

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DISCOMFORT IS OK


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CAMPGROUND RULES

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TAKE WHAT YOU LEARNED, NOT WHAT YOU  
HEARD

# What is bias?

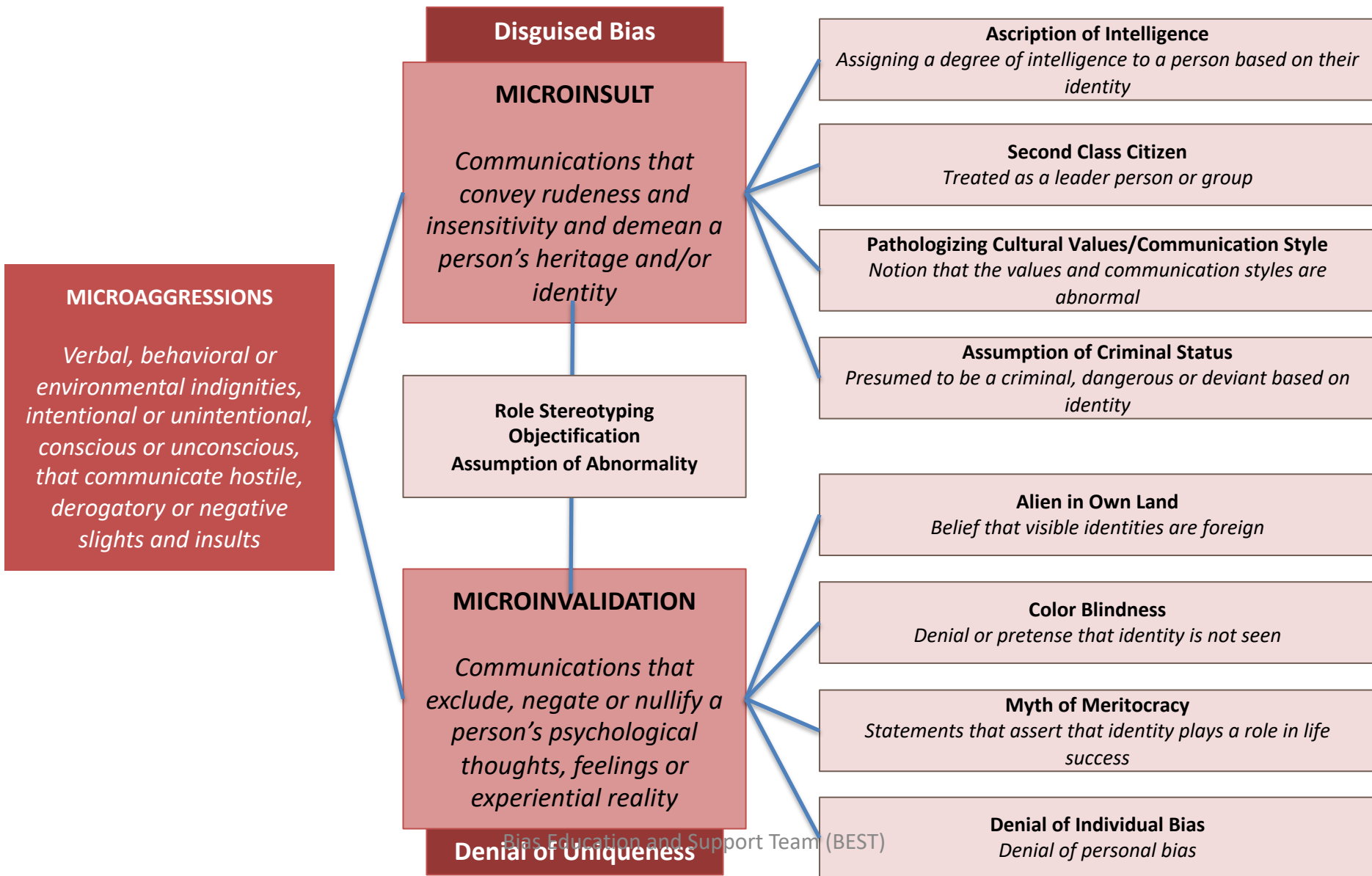


Bias is a pre-formed negative opinion or attitude toward a group of persons who possess common characteristics, such as skin color, or cultural experiences, such as religion or national origin.

# Characteristics



# Taxonomy (Sue, 2010)



# Video Vignette

- The Science of Bias - <https://www.grovo.com/lessons/the-science-of-bias>

# Initial Reflections (Slido Tool)

- Can you identify an unconscious bias you've observed in yourself?
- Can you identify an unconscious bias you have observed in a colleague in any professional or academic setting?

# Implicit Bias Video

- <https://www.pbs.org/newshour/show/how-unintentional-but-insidious-bias-can-be-the-most-harmful>



## The Link Between Implicit Bias and Microaggressions

**Microaggressions** are one outgrowth **of implicit bias**. Columbia University's Derald Wing Sue defines this term as “prejudices that leak out in many interpersonal situations and decision points”; they are experienced as “slights, insults, indignities, and denigrating messages.”  
Mar 25, 2019



# Group Reflections (Breakouts)

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What are the potential implications of unconscious bias for the disciplinary process?



What might be a consequence of not being attentive to the impact of unconscious bias?



When an implicit bias is identified, what steps can you take individually or institutionally to stop the implicit bias from continuing?

# Large Group Discussion

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What are your ultimate goals for this process and why do you think a discussion of bias is relevant to achieving those goals?

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Critiques of bias awareness suggest a risk of bias in favor of certain groups, how do you ensure consistency, fairness and justice throughout the process?