Implicit Bias Discussion

• BEST TEAM:
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LISTEN FULLY

SILENCE IS OK

MONITOR AIRTIME: STEP UP, STEP BACK

ASSUME THE BEST INTENTION

COMMIT TO BEING PRESENT

DISCOMFORT IS OK

CAMPGROUND RULES

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.
Explicit bias is...
- Subtle
- Conscious
- Deliberate
- Controllable
- Overt
Implicit bias is...
- Unconscious
- Spontaneous
- Uncontrollable

Characteristics

Bias Education and Support Team (BEST)
Microaggressions

Verbal, behavioral or environmental indignities, intentional or unintentional, conscious or unconscious, that communicate hostile, derogatory or negative slights and insults

Microinsult

Communications that convey rudeness and insensitivity and demean a person’s heritage and/or identity

- Ascription of Intelligence
  Assigning a degree of intelligence to a person based on their identity
- Second Class Citizen
  Treated as a leader person or group
- Pathologizing Cultural Values/Communication Style
  Notion that the values and communication styles are abnormal
- Assumption of Criminal Status
  Presumed to be a criminal, dangerous or deviant based on identity
- Alien in Own Land
  Belief that visible identities are foreign
- Color Blindness
  Denial or pretense that identity is not seen
- Myth of Meritocracy
  Statements that assert that identity plays a role in life success
- Denial of Individual Bias
  Denial of personal bias

Role Stereotyping

Objectification

Assumption of Abnormality

Microinvalidation

Communications that exclude, negate or nullify a person’s psychological thoughts, feelings or experiential reality

- Denial of Uniqueness
- Bias Education and Support Team (BEST)
• 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](https://www.pbs.org/newshour/show/how-unintentional-but-insidious-bias-can-be-the-most-harmful)
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)

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

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

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?