Implicit Bias Discussion



- BEST TEAM:
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LISTEN FULLY

SILENCE IS OK

MONITOR AIRTIME: STEP UP, STEP BACK

Group Agreement ASSUME THE BEST INTENTION

COMMIT TO BEING PRESENT

DISCOMFORT IS OK

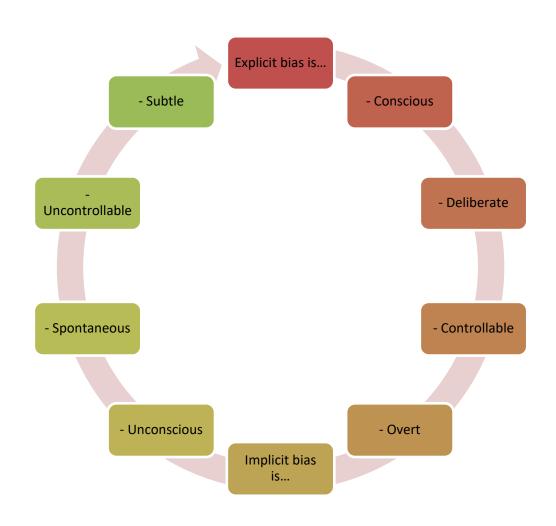
CAMPGROUND RULES

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.

Characteristics



Bias Education and Support Team (BEST)

Taxonomy (Sue, 2010)

Disguised Bias

MICROINSULT

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

MICROAGGRESSIONS

Verbal, behavioral or

environmental indignities,

intentional or unintentional.

conscious or unconscious,

that communicate hostile,

derogatory or negative

slights and insults

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 upport Team (BEST)

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*

Video Vignette

The Science of Bias https://www.grovo.com/lessons/th
 e-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/howunintentional-but-insidious-bias-can-be-the-mostharmful 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)



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?