



WE ARE ... biased.

Who, me?!?



PennState
Educational Equity

Sonia DeLuca Fernández
Retreat
30 August 2017

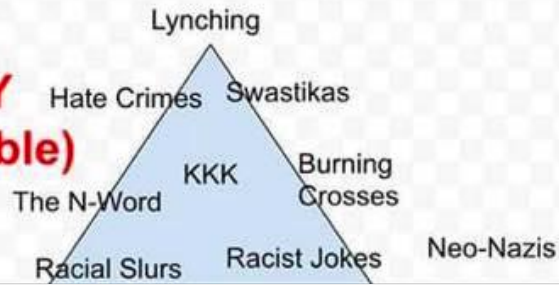
Unlike *explicit bias* (which reflects the attitudes or beliefs that one endorses at a conscious level), *implicit bias* is the bias in judgment and/or behavior that results from subtle cognitive processes (e.g., implicit attitudes and implicit stereotypes) that often *operate at a level below conscious awareness and without intentional control*.

Explicit Bias	Implicit Bias
Conscious	Unconscious
Deliberate	Spontaneous
Controllable	Uncontrollable
Overt	Subtle



Count the passes

**OVERT
WHITE SUPREMACY
(Socially Unacceptable)**



Characteristics

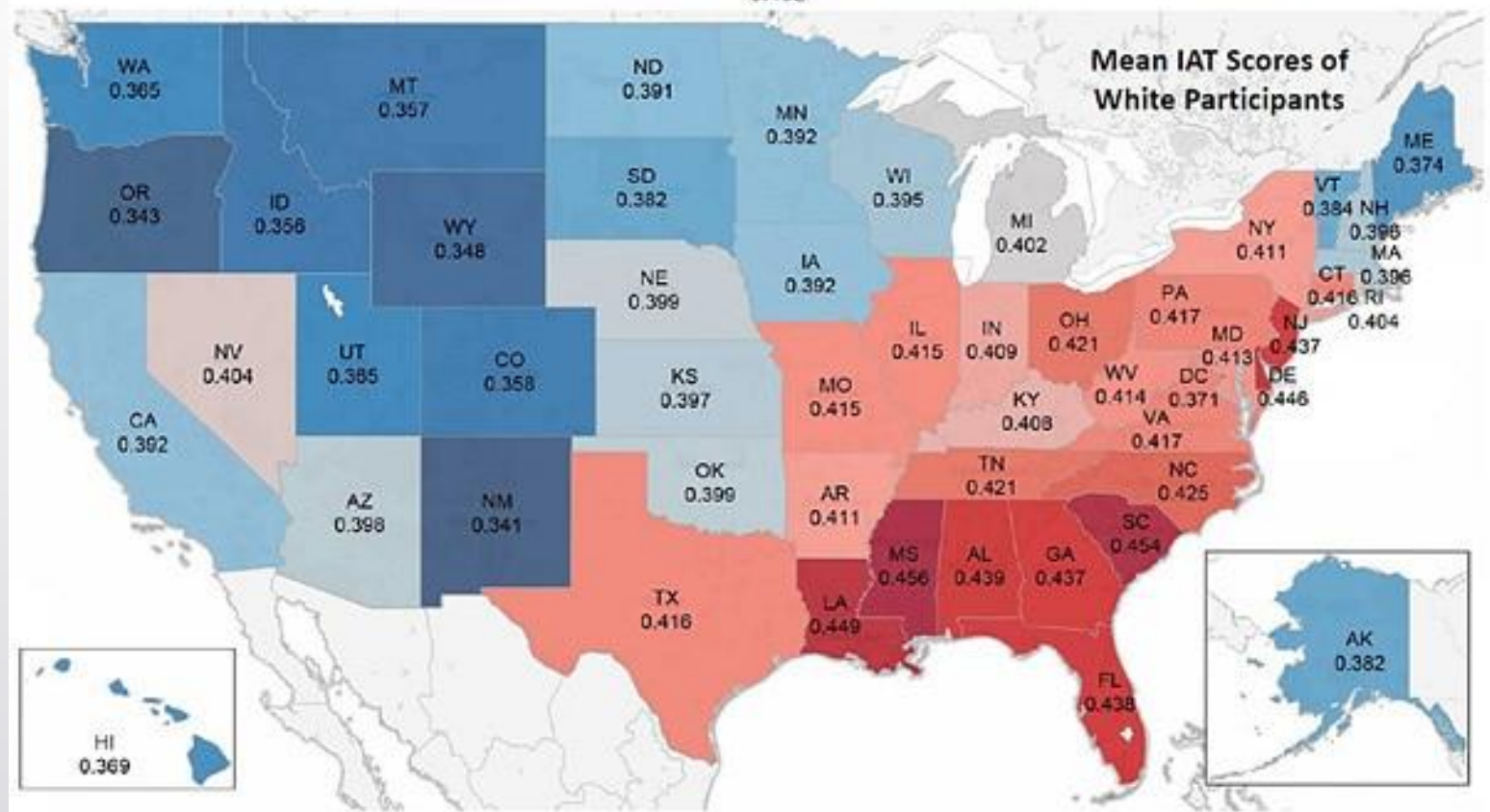
- Implicit biases are **pervasive**.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**.

<http://www.pbs.org/pov/racerelated/video/pov-implicit-bias-check-our-bias-wreck-our-bias/>

Measurement – IAT

- In a standard Implicit Association Test (IAT), the subject attempts to sort words or pictures into categories as fast as possible while making as few errors as possible.
- IAT measures the strength of associations between concepts (e.g., black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy).

- Computerized Measures:
 1. Sequential Priming Procedures
 2. Response Competition Procedures
- Physiological Measures:
 1. Cardiovascular Responses
 2. Functional Magnetic Resonance Imaging (fMRI)
 3. Event-related Brain Potentials (ERP)
- Pen & Pencil Measures





AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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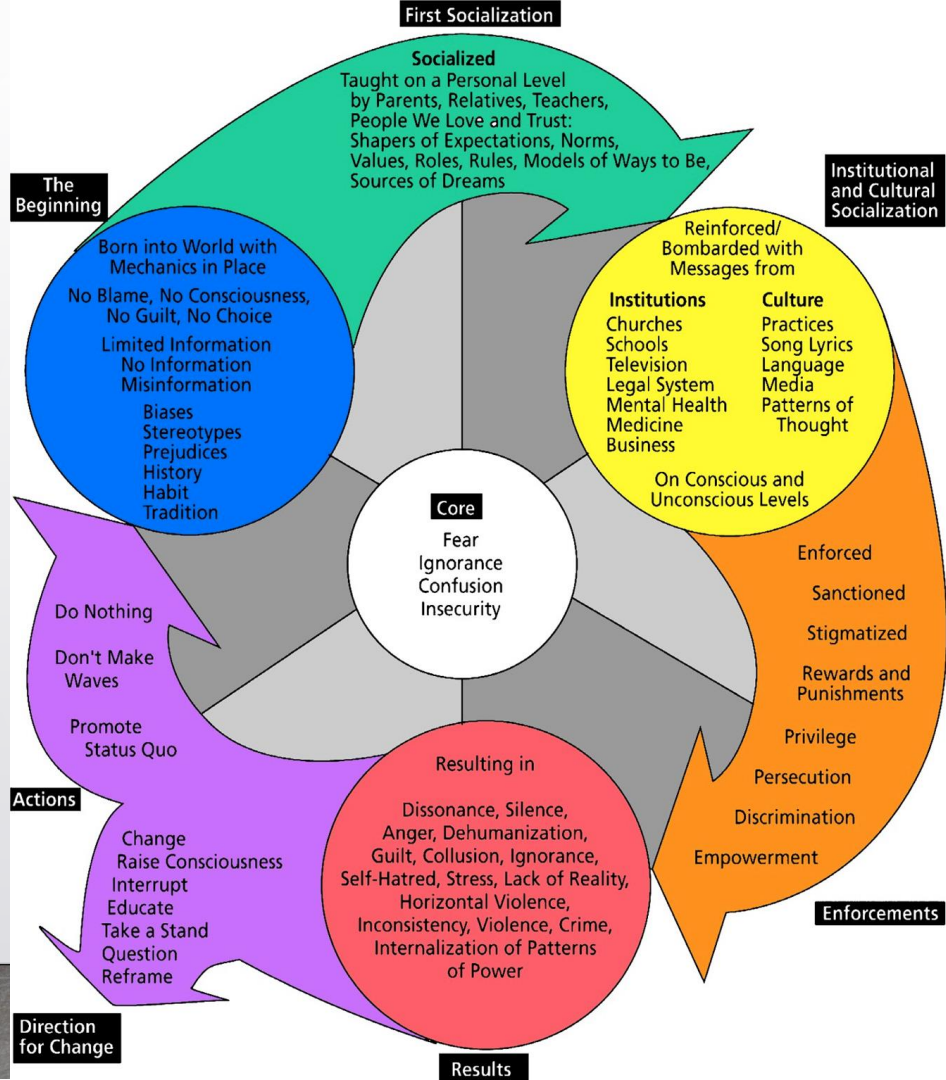
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RELATED


• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

[Hurricanes & Tropical Storms](#)





#1	#2	#3
BLUE	GREEN	RED
GREEN	RED	YELLOW
PURPLE	YELLOW	GREEN
RED	PURPLE	BLUE



#1	#2	#3
SFHJDH	NBCBHL	EHFJHO
FHLJKH	HDJDLK	CBKJDK
BJBNCL	BCKFJH	CNDJKL
HGFKH	AGSKDJ	CNCKLL



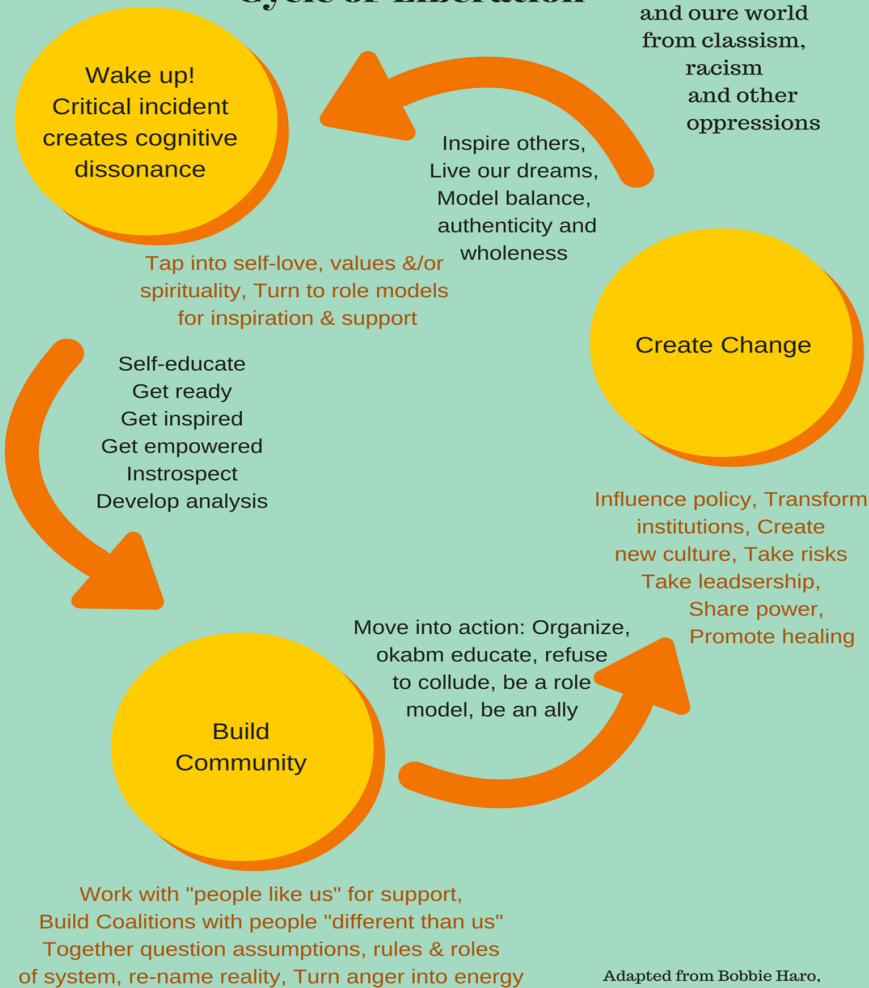
#1	#2	#3
GREEN	BLUE	YELLOW
RED	PURPLE	BLUE
YELLOW	GREEN	BLUE
GREEN	RED	PURPLE

Consequences of Implicit Bias

- Police officers: the decision to shoot - “imminent danger”
- Professors: merit, smart students, calling on students
- Candidate evaluations: leadership, in-group, hiring decisions
- Judges and jurors: criminality and sentencing
- Voters: “who do I want to have a beer with?”
- Unintended offensive questions: “Where are you from originally?”
- Students: definitions of success and achievement

Cycle of Liberation

How we free ourselves
and our world
from classism,
racism
and other
oppressions



Experimental psychologist Patricia Devine has argued that biases are like “habits”; with effort and practice, they can be broken. Three conditions need to be met for individuals to successfully counteract their biases:

- Acknowledgement that we all harbor unconscious biases and motivation to change.
- Attention to when stereotypical responses or assumptions are activated.
- Time to practice strategies designed to break automatic associations.

DESCRIBE

INTERPRET

EVALUATE

True/False

Criminals deserve to be punished.

Smart students get into good colleges.

If you work hard, you will succeed.

Christians have strong moral values.

With the right medical support, people can overcome their disabilities.

Strong leaders are outgoing and assertive.

Countering bias...moving toward liberation.

- **Stereotype replacement:** recognizing when one is responding to a situation or person in a stereotypical fashion, and actively substituting the biased response with an unbiased one.
- **Counter-stereotypic imagining:** detecting one's stereotypical responses and visualizing examples of people who are famous or known personally who prove the stereotype to be inaccurate.
- **Build genuine relationships:** respectfully explore communities other than your own and be open to people different from you, so that the particulars of that person replace generic notions based on group membership.
- **Increasing opportunity for positive contact:** actively seeking out situations that expose us to positive examples of stereotyped groups.

Reflection

- What are some of the strongest, and scariest, socialization messages I have learned?
- How have I responded when people challenged me in the past?
- How have I stayed in my comfort zone or resisted challenge?
- What was one of the hardest lessons I learned about stereotypes/beliefs I had been taught?

Small Groups

- How have my unconscious biases shown up in my work?
- What are biases I need to address? What communities or experiences do I want to learn more about?
- What support do I need to challenge myself to examine my biases?
- What are active decisions I can make to build awareness for myself and my peers?
- What are ways I will hold myself accountable to address my unconscious biases and the ways that they are implicit in my perspectives, behaviors, and language?

Relevant Projects

- Implicit Bias and Philosophy International Research Project
 - <http://www.biasproject.org>
- Project Implicit at Harvard University
 - <https://implicit.harvard.edu/implicit/>
- Understanding Implicit Bias at Ohio State University
 - <http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>
- Implicit Bias in Stanford Encyclopedia of Philosophy
 - <http://plato.stanford.edu/entries/implicit-bias/>

Thank

you.

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