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# Uncovering Implicit Bias

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# Housekeeping

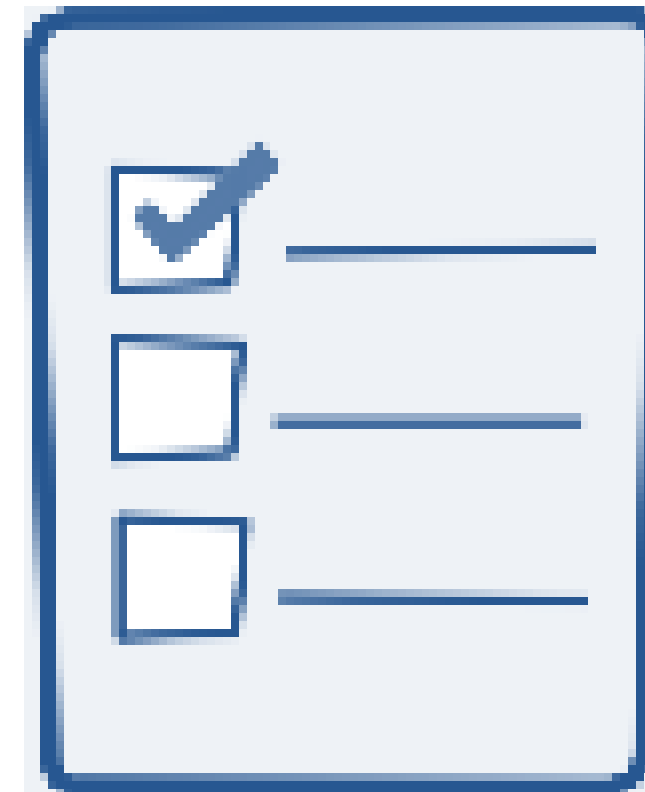
- We invite you to be present with us!
- Questions and comments welcome throughout
  - Please use the Q&A function for questions
  - Chat can be utilized for comments/discussion
- If you are seeking CEUs...
  - Stay for the duration of the training
  - Participate in discussion
  - Turn your camera on for the duration of the training
- Course evaluation is required to receive a certificate
- We will take a short break during the training
- The slides and other materials will be emailed following the training

# Accommodations

- We asked for accommodation requests on the Zoom registration form and we have attempted to meet those requests!
- Closed captioning is available
- We can read aloud questions and comments from the chat
- We have attempted to provide high contrast text and backgrounds
- Please send a private chat to request any other accommodations

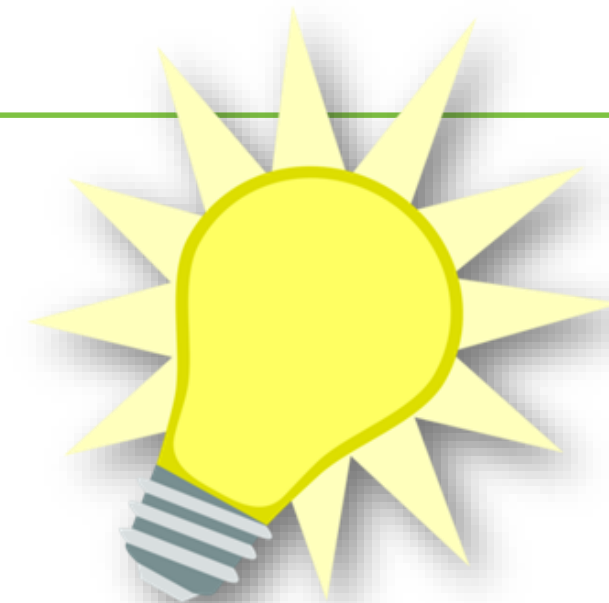
# Today's Agenda

- ✓ Defining implicit and explicit bias
- ✓ Explore some key concepts related to implicit bias
- ✓ The impact of implicit bias
- ✓ Uncovering our own implicit bias
- ✓ Strategies for rooting out bias
- ✓ Q&A



## Learning Objectives

- Define and differentiate implicit and explicit bias
- Summarize the impact of implicit bias on marginalized client populations
- Identify 3 strategies for mitigating one's own biases



# Uncovering

- Some people have eliminated all of their biases
- I am aware of all of my biases
- Even though I know I have biases, I don't let it impact how I provide services

Raise hands for True or False for each statement about biases

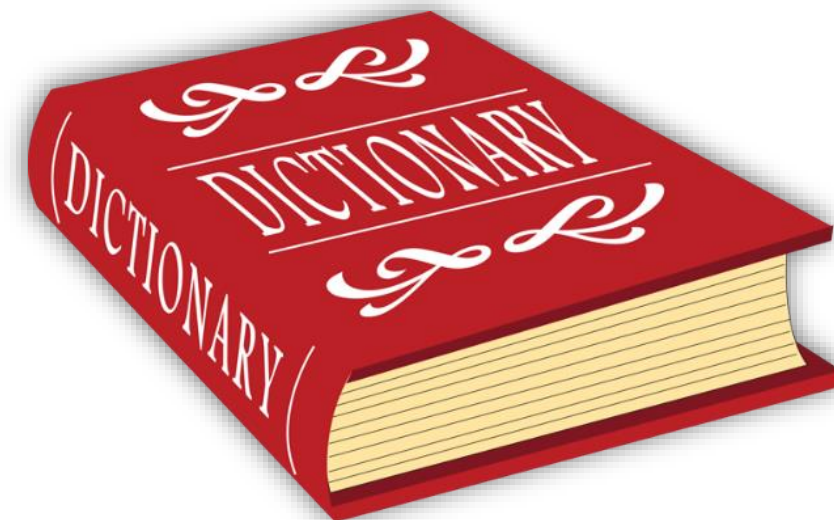


# CORE CONCEPTS



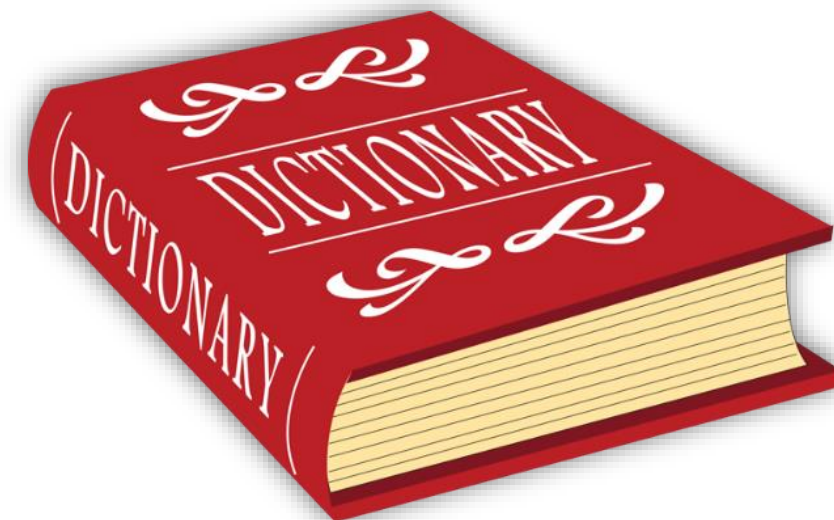
# Defining Explicit Bias

- **explicit bias** /ik `spli sət `bias/: Preferences, beliefs, and attitudes which people are generally consciously aware.
  - Can be communicated to others
  - Align with openly-held beliefs
  - Conscious awareness



# Defining Implicit Bias

- **im•plic•it bi•as** /im `plisit `bīas/: Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
  - Activated involuntarily
  - Without awareness or intentional control
  - Everyone is susceptible
  - Independent of explicit beliefs
  - Can be changed!



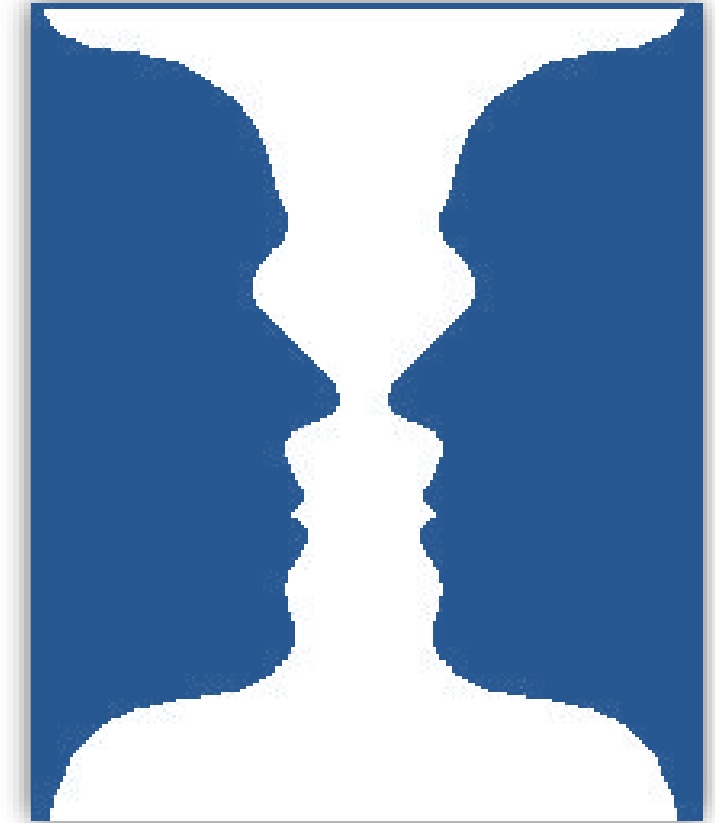
## Implicit bias is not...

- ∅ Suppressed thoughts
- ∅ Stereotyping
- ∅ Indicative of character flaw
- ∅ Unchangeable



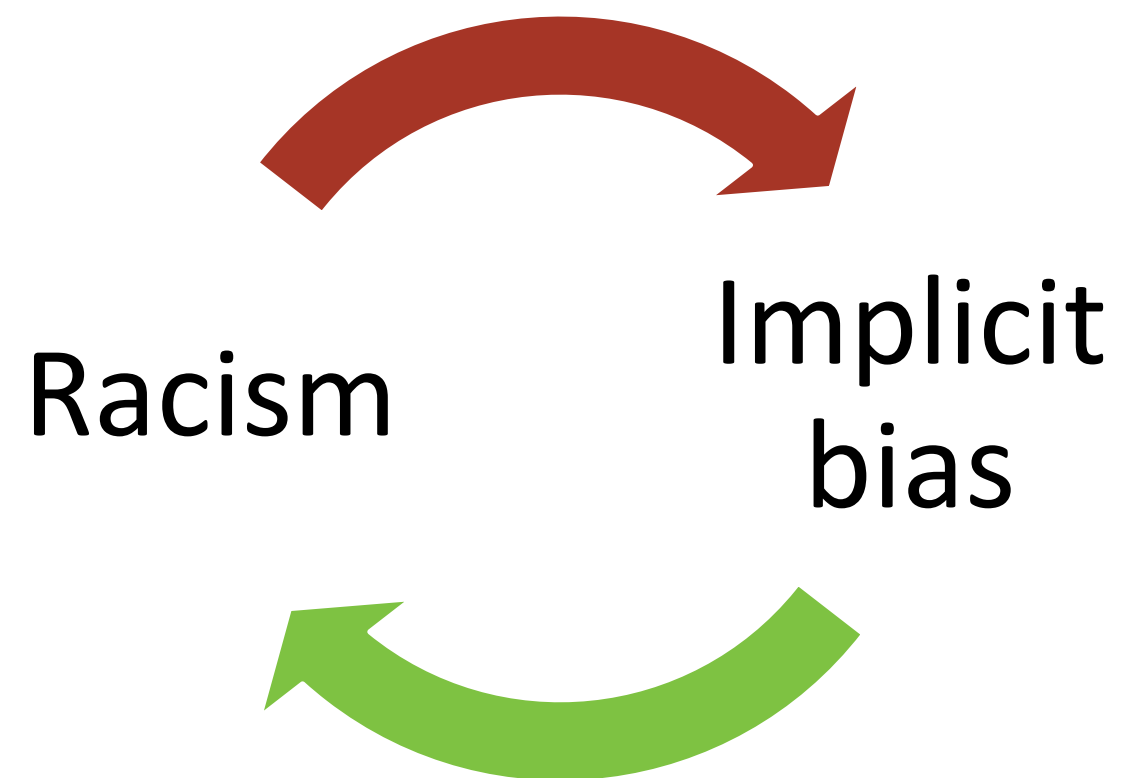
# Implicit vs. Explicit bias

- Not mutually exclusive
- Reinforce each other
- Implicit attitudes influence behavior more than explicit ones
- Discrimination resulting from implicit bias not viewed as harshly



# Implicit bias vs Racism

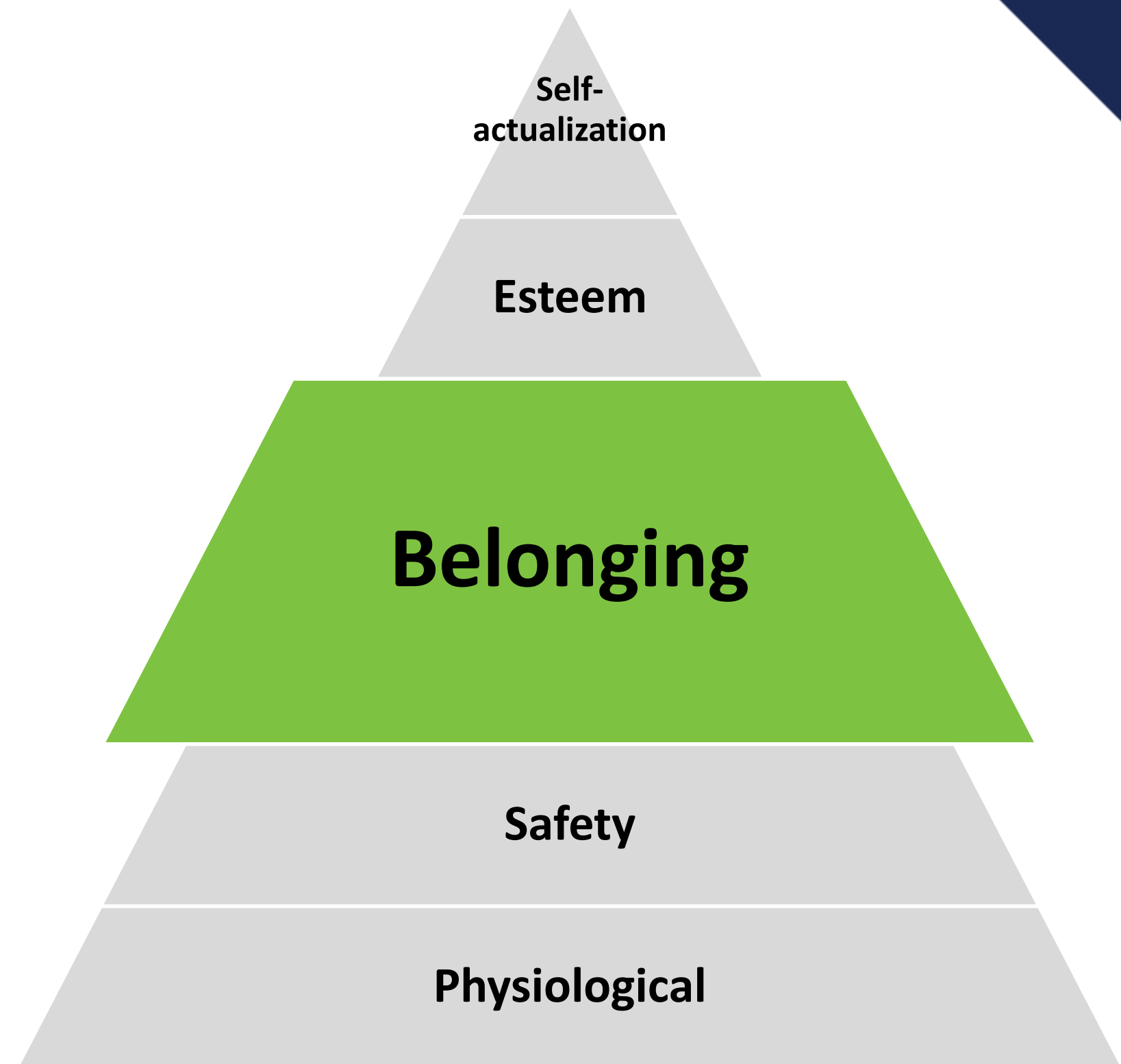
- Racism is marginalization/oppression based on socially constructed biases
- Racism viewed more as a social ill than individual acts of discrimination



# RELATED CONCEPTS

# Ingroups & Outgroups

- People tend to favor people who exist in similar groups as them
- Ingroup **favoritism** plays a bigger role in discrimination than outgroup **hostility**



# Microaggressions

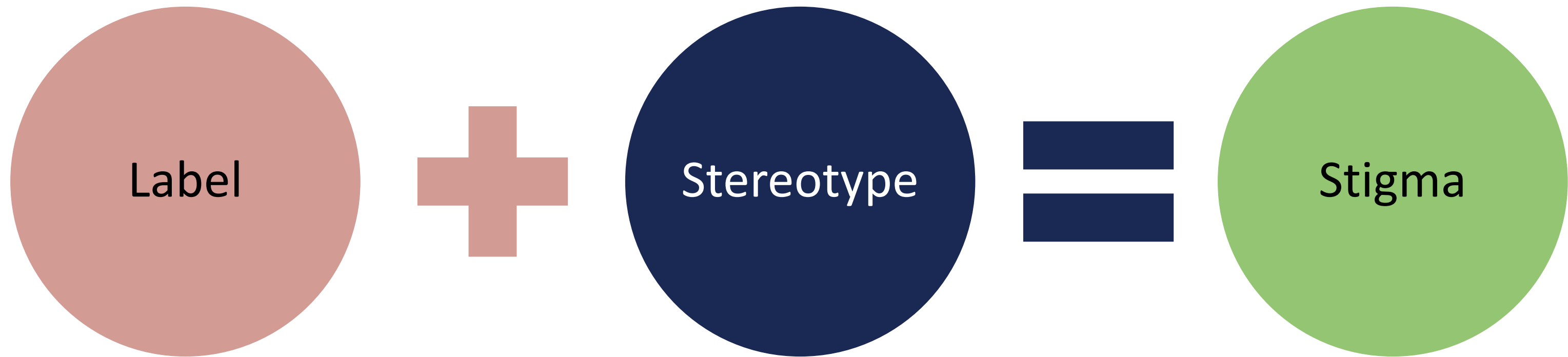
- Verbal, behavioral and environmental indignities
- Communicate hostile, derogatory or negative slights and insights
- Intentional or unintentional
- Brief and commonplace, daily
- Microassaults, microinsults, microinvalidations

*You're so articulate!*

*You speak really good English.*



# Stigma



# UNDERSTANDING THE IMPACT

# Implicit Bias Across Domains

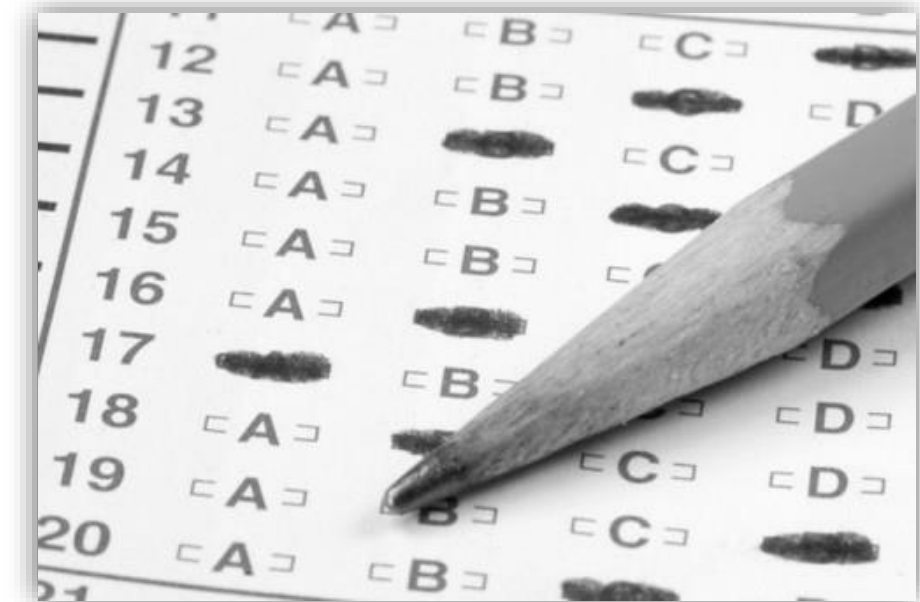
- Criminal legal system
  - Police, Courtrooms
- Education
- Employment
- Housing
- Healthcare



# MEASURING BIAS

# Assessment Tools

- Implicit Association Test
  - Measures attitudes and beliefs that people may be unwilling or unable to report
  - [Project Implicit \(harvard.edu\)](http://projectimplicit.harvard.edu)
- Clinician Self-Evaluation Form
  - This tool assists in fostering reflections on bias



# Self-Evaluation

## Exploring Personal Biases

- In the last 6 months, I have taken an Implicit Association Test ([implicit.harvard.edu](https://implicit.harvard.edu)) to explore biases I may possess.
- I have explored readings and information related to implicit bias in the last 6 months

## Analyzing Trends

- When analyzing service provision decisions I have made over the last 6 to 12 months, I have NOT noticed any prominent differences in my decisions or services across identity groups.
- When analyzing demographic trends of client feedback over the last 12 months, I have NOT noticed any notable differences in client perception of services across identity groups.

## Evaluating Practices

- In the last two weeks of services, I have been attentive to the talk time ratios — the balance of time spent talking with vs. listening to — with clients of various backgrounds.
- Reflecting on my most recent 15 clients, I have consistently sought connect with my clients around our common identity/ies.
- Reflecting on my most recent 15 clients, I have actively engaged in **perspective-taking** when providing care to my clients.
- Over the last 6 months, I have frequently engaged in practices aimed at increasing my cognitive control (e.g. mindfulness meditation) in an effort to mitigate the influence of implicit bias in my care provision.
- Institutional Leaders: I have made intentional decisions to construct diverse clinical care teams and facilitate **intergroup contact** over the last 3 months.

- 5 – Strongly Agree
- 4 – Agree
- 3 – Neutral
- 2 – Disagree
- 1 – Strongly Disagree

# DEBIASING STRATEGIES

It is probably not possible for us to get rid of all our biases, nor is it desirable. Our brain's way of sorting through lots of stimuli quickly is what allows us to move through the world and survive. What we need to learn is how to slow down the biases that betray our values long enough for us to act in a way that is more aligned with what we believe.

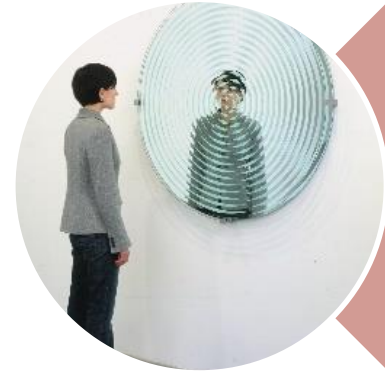


**Vernā Myers**

*Author, Inclusion Strategist,  
and Social Commentator*



# 3 Key Strategies



Perspective taking



Mindfulness

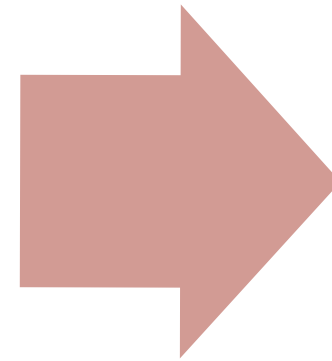


Building new associations

# Perspective taking

## Consider a situation from someone else's point of view

- Blurs the boundaries of us and them
- Comes natural with ingroup members
- Requires more active attention with outgroup members



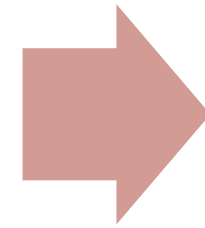
## Effect

- Increased empathy
- Reduction of unconscious prejudiced attitudes and discriminatory behaviors
- Decreased activation of negative stereotypes

# Mindfulness

## Paying attention to the process of care instead of habits and stereotypes

- Create space between automatic reflexes and responses
- Non-judgmental reflection
- Thoughts and feelings are mental events, not part of self



## Strategies

- Mindfulness meditation
- Loving-kindness meditation
- SPACE2
  - Slowing Down
  - Perspective Taking
  - Asking Yourself
  - Cultural Intelligence
- Exemplars
- Expand



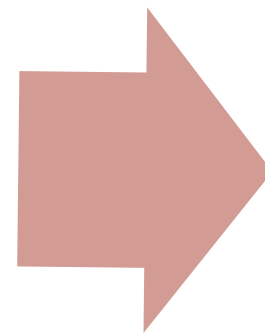
## Effect

- Reduce cognitive biases
- Decrease outgroup bias
- Positive emotions
- Increases egalitarian mindset
- Job satisfaction and general wellbeing

# Building New Associations

## Replace associations with new ones more aligned with values

- Counter-stereotypes
- Inter-group contact
- Decategorization
- Recategorization



## Effect

- Reduces automatic negative associations
- Expands sense of ingroup
- Promotes individuation of outgroup members
- Reduces us / them boundary



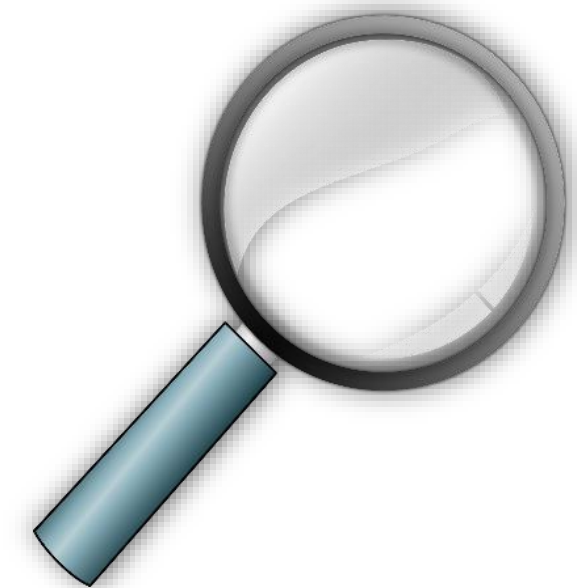
# Discussion

- What examples of bias have come up as we have talked?
- What areas for personal growth do you notice?
- How difficult is it to review your own biases?



# Review

- Implicit bias is the unconscious attitudes that affect our understanding of people
- Implicit bias has an enormous and cumulative effect on outgroups
- Even though implicit bias is unconscious, we can change it!
- Finding ways to slow down and make space in our automatic reactions lets us blur the boundaries between ingroups and outgroups



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