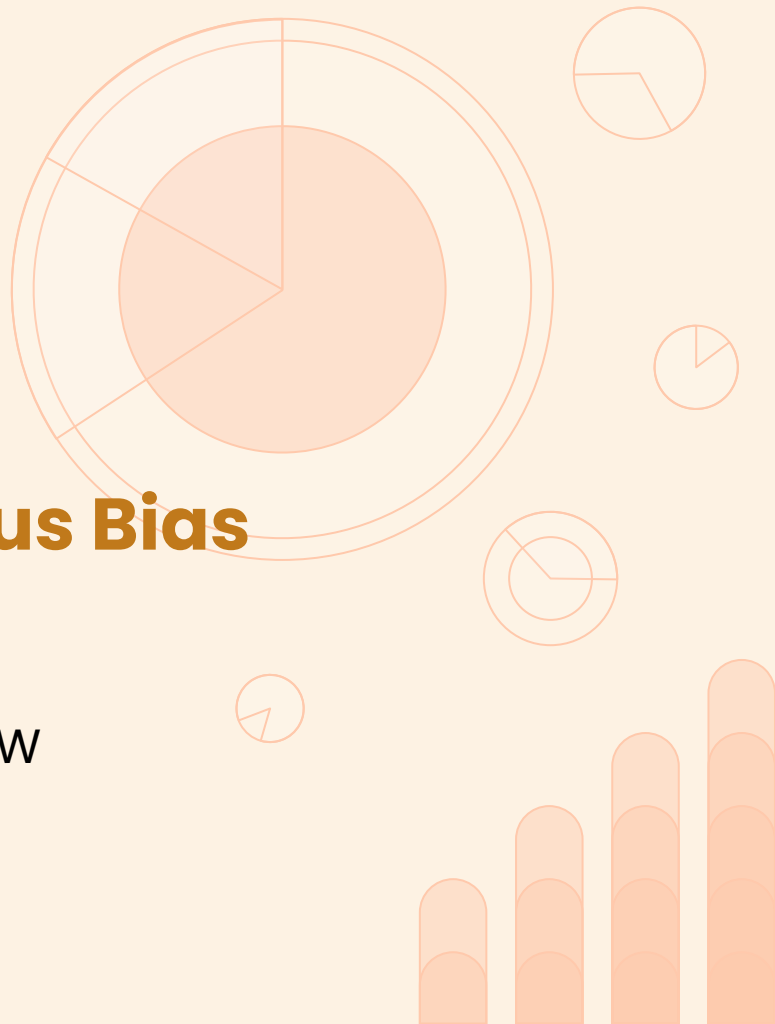


Heartset Training Center
A Housing & Non-profit Learning Collaborative

Challenging the Unseen: Strategies for Unconscious Bias

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Objectives

By the end of this session you should be able to...

01

Recognize unconscious bias as a core cognitive function

Differentiate bias from prejudice and stigma

02

03

Recall at least 3 strategies to address unconscious bias



Agenda

- 1.** Where does bias come from?
- 2.** Defining unconscious bias
- 3.** Some impacts of unconscious bias
- 4.** Slowing down our biases
- 5.** Strategies for rooting out bias
- 6.** Questions?
- 7.** Next steps

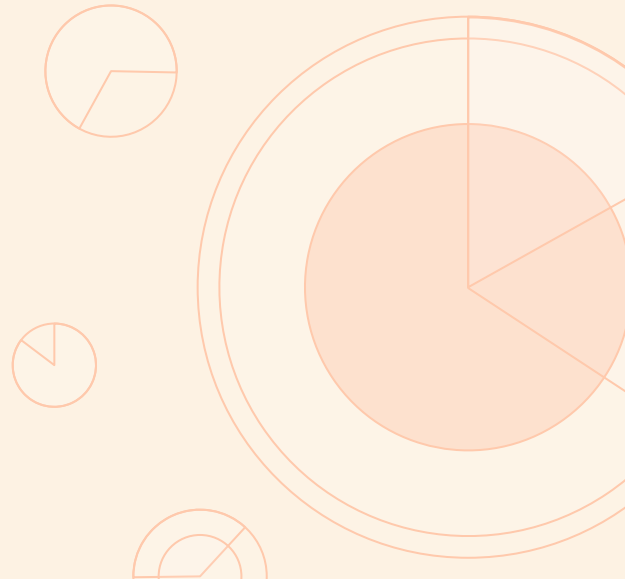


True or false?

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



Products of our environments





Going way back...

Think back to your time in school...

- Can you name the cliques and groups?
- Which group were you a part of?
- Which groups are you a part of now?



Ingroups & outgroups

- A group of people who identify with each other



- Anybody (or group of people) not in our ingroup!



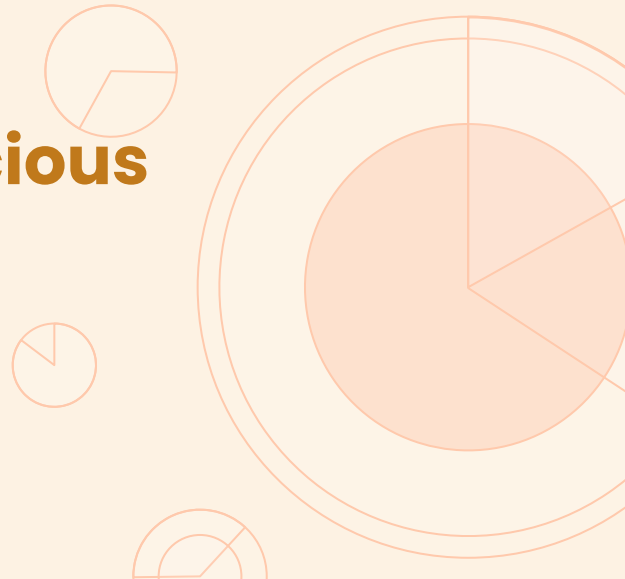
“It is probably not possible for us to get rid of all our biases, nor is it desirable. Our brain’s way of sorting through lots of stimuli quickly is what allows us to move through the world and survive...”



Vernā Myers
*Author, Inclusion
Strategist,
and Social Commentator*



Delving into the unconscious





Unconscious bias

Attitudes & beliefs we're not aware of



Conscious bias

Attitudes & beliefs we are aware of

Social groups



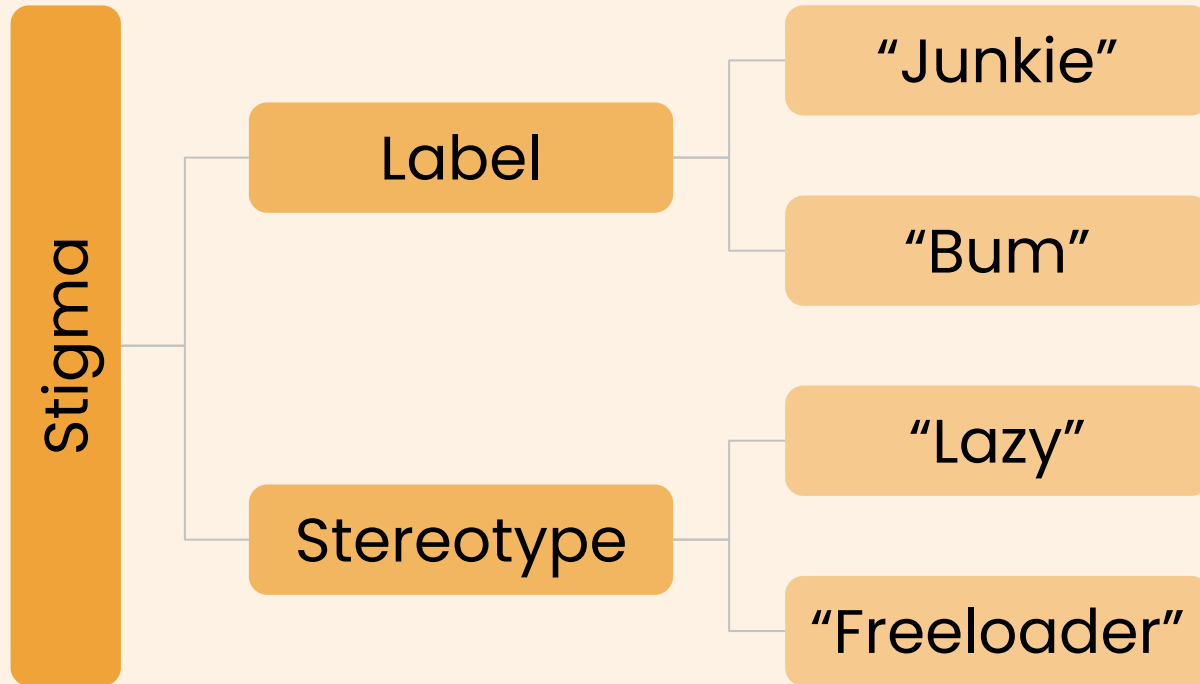
Let's Tease them Apart



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



Reinforcing Group Boundaries





Microaggressions

- Brief and commonplace, daily
- Verbal, behavioral and environmental indignities
- Intentional or unintentional
- Communicate slights and insults

*You speak
really good
English.*

*You're so
articulate!*



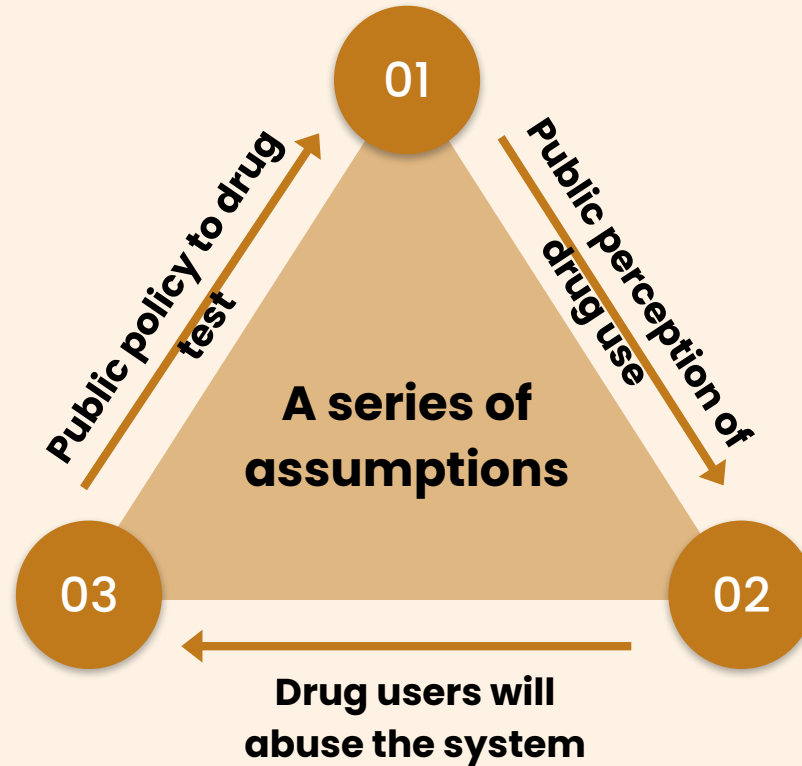
Unconscious Bias vs Racism

“A system of advantage based on race that is created and maintained by an interplay between **psychological factors** (i.e., biased thoughts, feelings, and actions) and **sociopolitical factors** (i.e., biased laws, policies, and institutions).”

Unconscious bias is:

- A component of racism
- Reinforces racism
- Is reinforced by racism

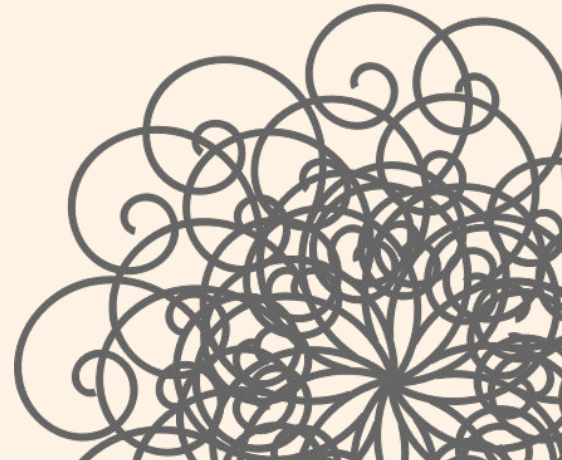
The Personal & Political





A tangled web

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



Service delivery settings

Health care

Mental Health

Substance use

Supportive housing

"Your pain is not that bad; you should lose weight." "They're just going to leave AMA anyway."

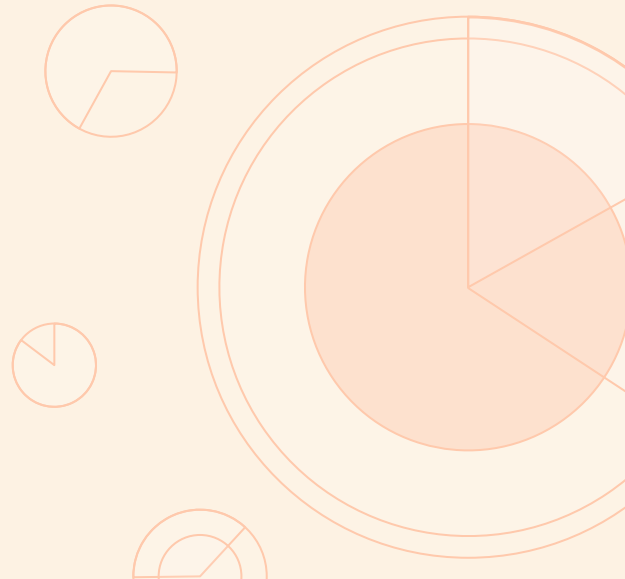
"I know what I'm doing, I have good instincts." "They can't make that decision themselves, they need us to direct them."

"Addicts can't be helped; relapse is inevitable, unpreventable, and is indicative of poor moral character."

"They don't seem to care about their apartment, so why should we?" "Let's give someone else a chance at housing." "They should be grateful they're not sleeping outside."



Bringing the Unconscious to the Surface



“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.”



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Assessment



- We have to do our own work!
- Implicit Association Test
 - Measures attitudes and beliefs that people may be unwilling or unable to report
 - [Project Implicit \(harvard.edu\)](http://harvard.edu)



Mindfulness

EDUCATE

Rely less on instinct

Strategies

- Meditative audio experiences
- Mindfulness meditation
- SPACE2
 - Slowing Down
 - Perspective Taking
 - Asking Yourself
 - Cultural Intelligence
- Exemplars
- Expand



Perspective Taking

EXPOSE

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

Tools

- Reading novels, watching documentaries, listening to podcasts
- Interactions with stereotyped group members
- Peer supervision



Building New Associations

EXPOSE

Align associations with values

Tools

- Counter-stereotype
- Inter-group contact
- Decategorization
- Recategorization



Cultural Humility

APPROACH

Lifelong learning

Tools

- Institutional & individual accountability
- Lifelong learning & critical self-reflection
- Recognize & challenge power imbalances
- Cultural opportunities



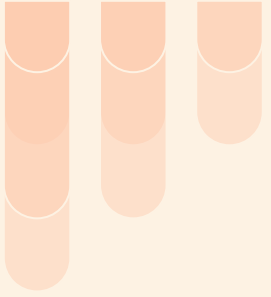
Systemic Approach

APPROACH

Deconstruct inequity

Tools

- Organizational approaches
- Equity lens



?

?

?

?

Questions?

?

?

?





Next Steps

1. Complete our evaluation
 - a. Email address to receive materials
 - b. Give us feedback!
2. Practice
 - a. Visit [Project Implicit](#)
 - b. Pick one of Mindfulness, Perspective-taking, or Building New Associations to build into your daily practice over the next month





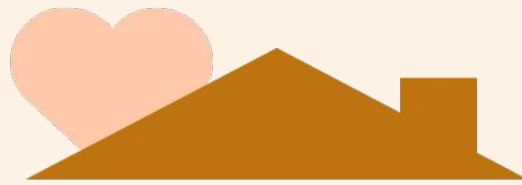
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