

## Implicit Bias

### ***Addressing Bias in Delinquency and Child Welfare Systems***

In partnership with the National Council of Juvenile and Family Court Judges (NCJFCJ), NJDC has created *Addressing Bias in Delinquency and Child Welfare Systems*, a bench card emphasizing that “eliminating racial and ethnic disparities in juvenile and family courts is critical to creating a fair and equitable system of justice for all youth.” The *Addressing Bias* bench card educates juvenile and family court judges about structural, explicit, and implicit bias; provides judges with self-reflection tools to help them recognize and prevent bias in their courtroom; and offers judges concrete strategies to correct implicit bias.

National Juvenile Defender Center, National Council of Juvenile and Family Court Judges (2018)

<https://njdc.info/wp-content/uploads/2018/07/Addressing-Bias-Bench-Card-1.pdf>

### ***A Conversation on Race***

A series of short films about identity in America.

The New York Times (2017)

<https://www.nytimes.com/interactive/projects/your-stories/conversations-on-race?module=inline>

### **Five Ways to Address Implicit Bias in our Systems**

Systems that work with children often contain implicit biases that can impact our child clients. Though it can feel overwhelming to confront bias within a large system, here are five ways to help you.

American Bar Association (October 2018)

<https://www.americanbar.org/groups/litigation/committees/childrens-rights/practice/2018/five-ways-to-address-implicit-bias-within-our-systems/>

### **Five Ways to Address Your Implicit Bias**

Before we address the implicit bias within our systems, we need to address our own unintentional bias. Here are five tips to get you started.

American Bar Association (October 2018)

<https://www.americanbar.org/groups/litigation/committees/childrens-rights/practice/2018/five-ways-to-address-your-implicit-bias/>

### **Implicit Association Test**

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition – thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.

Project Implicit, Harvard University

<https://implicit.harvard.edu/implicit/takeatest.html>

### **Implicit Bias in the Child Welfare, Education and Mental Health Systems**

Youth of color are overrepresented at every stage of the juvenile justice process. Much of the literature that discusses this overrepresentation focuses on racial disparities in the juvenile justice process itself. However, a comprehensive understanding of this racial disproportionality is not possible without examining racial bias in the “feeder systems” that funnel our children into

the juvenile justice system. This paper investigates the impact of racial bias on three public institutions: the child welfare, education, and mental health systems.

National Center for Youth Law (2015)

<https://youthlaw.org/publication/implicit-bias-in-the-child-welfare-education-and-mental-health-systems/>

### **The Marshall Project**

The Marshall Project is a nonpartisan, nonprofit news organization that seeks to create and sustain a sense of national urgency about the U.S. criminal justice system. We achieve this through award-winning journalism, partnerships with other news outlets and public forums. In all of our work we strive to educate and enlarge the audience of people who care about the state of criminal justice.

<https://www.themarshallproject.org/?ref=nav>

### **Overcoming Bias to See Family Strengths [Webinar Presentation Slides].**

Lewis, Marva L. From *Cross Sites Meeting 2016: Making Every Connection Matter*. (10th: 2016 Orlando, Florida).

Quality Improvement Center for Research-Based Infant-Toddler Court Teams. Zero to Three.

<http://www.qicct.org/sites/default/files/MLewis%20FINAL%20WEBINAR%20%26%20Cross%20Sites%202010-11-16.pdf>

### **State of the Science: Implicit Bias Review 2015**

An interdisciplinary research institute which aims “to connect individuals and communities with opportunities needed for thriving by educating the public, building the capacity of allied social justice organizations, and investing in efforts that support equity and inclusion.

Kirwan Institute for the Study of Race and Ethnicity, Ohio State University

<http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>

### **Who, Me? Biased?**

A series of short films on the unfair effects of our subconscious

The New York Times (2017)

<https://www.nytimes.com/2017/03/15/learning/lesson-plans/25-mini-films-for-exploring-race-bias-and-identity-with-students.html>