

IMPLICIT BIAS



ROADMAP



I. WHAT IS
IMPLICIT BIAS?



II. WHAT ARE
THE POTENTIAL EFFECTS
OF IMPLICIT BIAS?



III. WHAT CAN WE DO
ABOUT IMPLICIT BIAS?

I. WHAT IS IMPLICIT BIAS?

Bias: 3 questions

A.
Known or
Unknown?

B.
Positive or Negative?

C.
Against
or in favor of
whom?



Bias



A. Known or Unknown?



<https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html?playlistId=100000004821064>



...Thoughts
from the video?

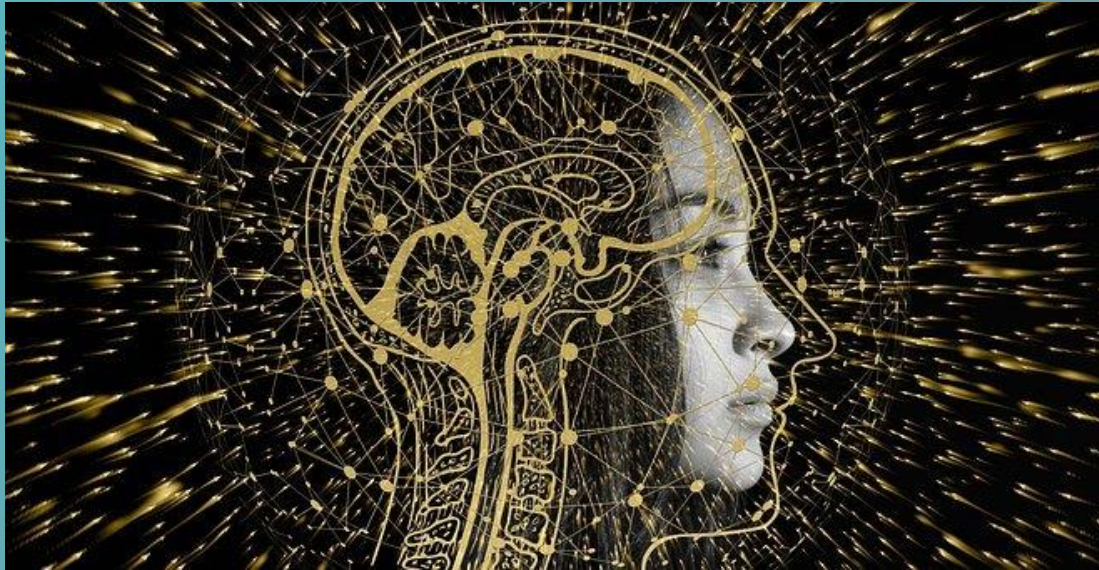
From the video...

What are implicit biases?

“Implicit biases are the thought processes that happen without you even knowing it...

Little mental shortcuts that hold judgments you might not agree with.

And sometimes those shortcuts are based on race.”





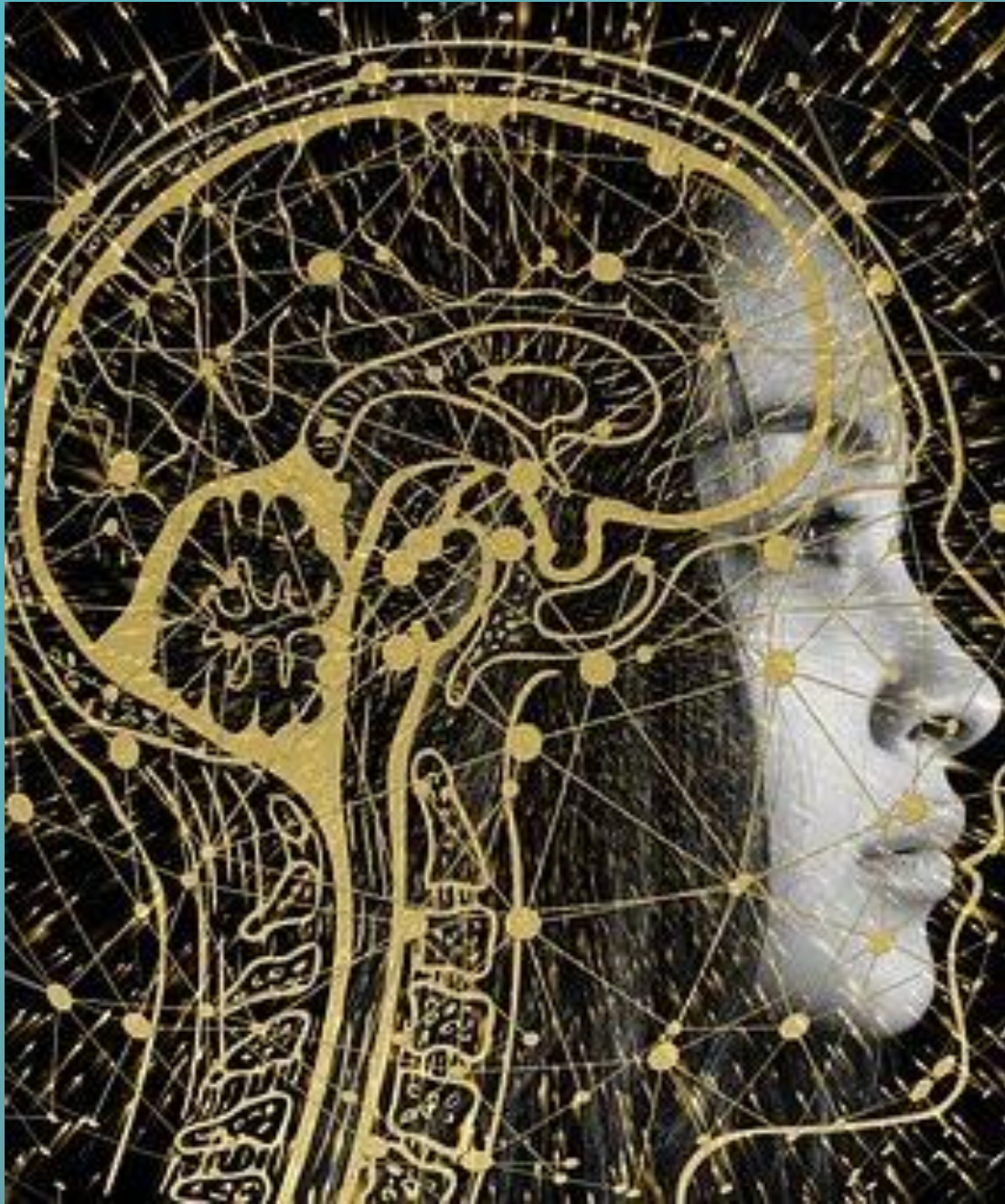
From the video...

Why do we have implicit biases?

“Implicit bias is something that comes out of ordinary mental functioning...out of how the mind ordinarily works.

We have all grown up in a culture with media images, news images, conversations we heard at home, our education...Think of that as a fog we've been breathing all our life. We never even realized it...what we were breathing in.

And that fog leads to associations which lead to biases.”



Implicit biases are gap-fillers.

“The human body sends 11 million bits per second to the brain for processing, yet the conscious mind seems to be able to process only 50 bits per second.”

<https://www.britannica.com/science/information-theory/Physiology>

Bias

B. Positive or Negative?



	Affinity bias	Negative bias
Definition	Bias in favor of people or groups of people.	Bias against people or groups of people.
Someone with this sort of bias might think or say...	“Rich people are the best adoptive parents because they can give children material things.”	“Disabled people can’t meet children’s basic needs.”





Bias



C. Against or in Favor of Whom?



Please review handout #1.

Thoughts?

Have you observed statements or actions that could be tied to one or more of these biases?



◦ • II. WHAT ARE SOME
POTENTIAL EFFECTS OF
IMPLICIT BIAS?





<https://youtu.be/tkpUyB2xgTM>

Bias in child welfare

“Because parents subject to termination proceedings are often poor, uneducated, or members of minority groups [...], such proceedings are *often* vulnerable to judgements based on cultural or class bias.” *Santosky v. Kramer*, 755 U.S. 745, 763 (1982).



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Bias in child welfare

“Discretion is the rule.

And when such wide discretion exists, we know that both implicit and explicit bias can significantly affect the decisions that are made.

In similar circumstances, Black children are thought to be at greater risk of abuse than white children.

And behavior that’s accepted as normal in affluent, white neighborhoods – smoking a joint, co-sleeping with your child, or leaving a 10-year-old home alone – can be grounds for taking a child in a Black neighborhood.”

Vivek Sankaran, *With Child Welfare, Racism is Hiding in the Discretion*, June 21, 2020 available at <https://chronicleofsocialchange.org/child-welfare-2/with-child-welfare-racism-is-hiding-in-the-discretion/44616>.

Colorado Children Fiscal Year 2020-21

Racial and Ethnic Overrepresentation in Colorado's Child Welfare System

	Child population (2019)	Involved in a case	Children in out-of-home placement	Children in congregate care	Emancipation	Re-entry to out-of-home care
White children	55%	44%	43%	40%	42%	43%
Children of color	45%	56%	57%	60%	58%	57%
<i>Black</i>	4%	9%	11%	14%	19%	11%
<i>Latinx</i>	32%	38%	38%	40%	28%	40%
<i>Other</i>	8%	9%	8%	6%	11%	6%

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III. WHAT CAN WE DO ABOUT IMPLICIT BIAS?



A. Know Ourselves.

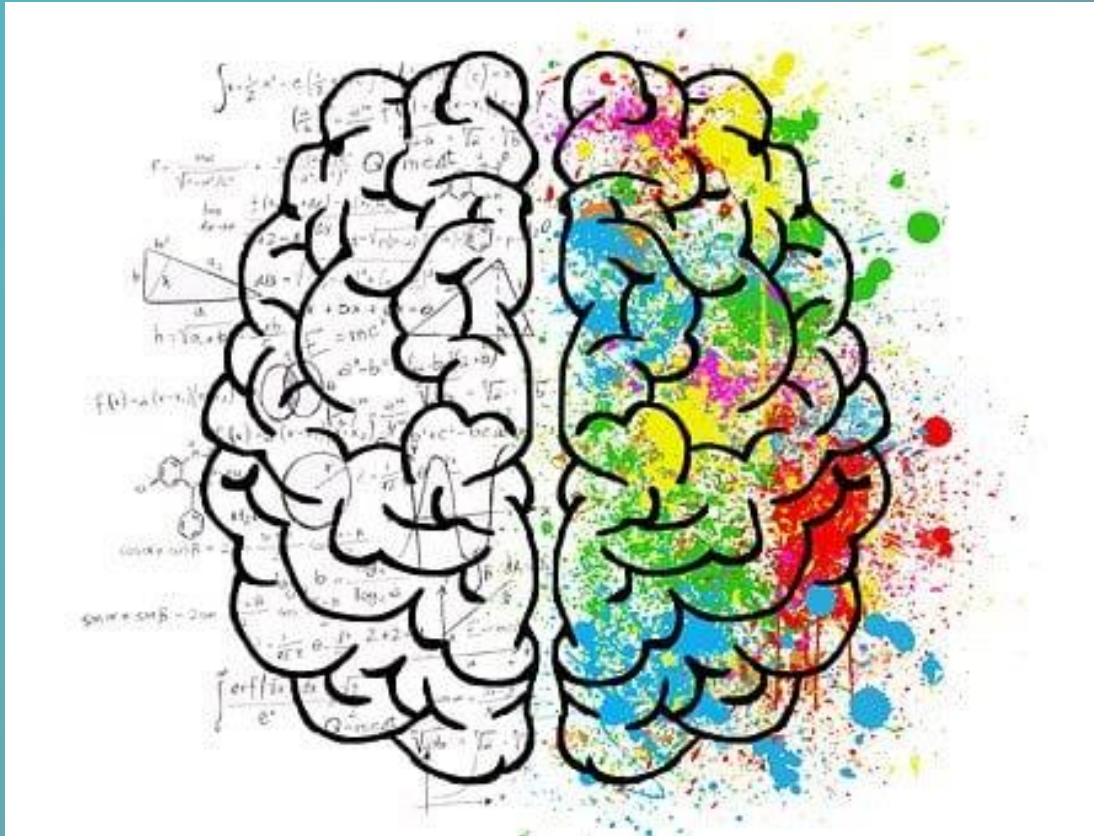


Activity

B. What Else Can We Do About Implicit Bias?



Talk in pairs, then
report back.



Some Ideas

- Know ourselves: Harvard Implicit Association Test (IAT) <https://implicit.harvard.edu/implicit/takeatest.html>.
- Educate ourselves: Read, attend trainings, have experiences...
- Take a break.
- Eat a snack.
- Slow down.
- Find and utilize methods for making conscious decisions.

thank you

tusind tak
謝謝 dakujem vám
ありがとう
ngiyabonga

dziękuję
merci
baie dankie
धन्यवाद molte grazie

suksema
danke
gracias
obrigada
obrigado
teşekkür ederim
شكرا
tack så mycket

takk
gràcies
tānan
dank u
teşekkür edire
mahalo