

Module 3 - Implicit Bias



Reset Your Mind

“You can **train your mind to catch yourself**,” said Costello. “It’s like breaking a habit, but the first thing you have to do is become aware of the habit.” (Teaching Tolerance)

- **Use the Color Test Activity**
- **Debrief with partners or as a whole group:**
 - When does making a quick decision happen in your work?
 - When is it harder/easier to make decisions?
 - How can we decrease our snap judgments?

Intent versus Impact

“When looking for a problem, you will ultimately find it, sometimes at the expense of missing other things.”

- Show “The Moonwalking Bear” video
- Even if people have seen it before, you can discuss how “once you know, you can’t UNSEE it”
- Debrief in partners or whole group:
 - How can we create conditions in our workplace to check our implicit bias?



The Doorknob Phenomena



- Share the story of the parent
- Discuss as group:
 - How does a parent's past experience affect how they relate to school staff?
 - How does our own past experience either as a student, parent or our own bias about a particular parent, culture, race, etc., affect how we talk with the parent or what we expect from him/her?
 - How can we build trust with parents prior to a parent having to come into the school to deal with a difficult situation, or so he/she feels personally invited?



Implicit Bias Checklist



Things to Reflect On

1. Preference for Members of In-Groups Begins at an Early Age
2. These Early Beliefs, Attitudes, or Stereotypes Continue to Exist at an Unconscious Level
3. Emotional State Can Also Influence the Tendency to Implicit Bias
4. Human Brains Encode Information About Groups of People Into Memories
5. Humans Strongly Prefer Persons From the Same Social Categories
6. Categorization of and Preference for People Based on Group Identity
7. Implicit Bias Increases Under Certain Circumstances
8. Implicit Bias Affects Even Nonverbal Behavior
9. Humans Tend to Perceive “Out-Group” Members as All the Same
10. Human Brains More Readily Process Information That Confirms Our Beliefs, Attitudes, or Stereotypes

Active Ways to Combat Implicit Bias

1. Check Emotional State (anger, disgust, fear - even sometimes happiness)
2. Be Decisive - plan interactions
3. Be Aware of Your Triggers (think time)
4. Stay Motivated to be Fair and Accurate
5. Build Structures for Accountability (e.g. data review)
6. Take Time to be Inclusive
7. Mindful When You are Overwhelmed
8. Be Conscious of Difference
9. Confront Cultural Stereotypes
10. Seek out Images and Social Environments That Challenge Stereotypes

