

# Understanding Implicit Bias

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(she/her/hers)

# Understanding Implicit Bias

“People fail to get along because they fear each other; they fear each other because they don’t know each other; they don’t know each other because they have not communicated with each other.”

-Dr. Martin Luther King Jr.

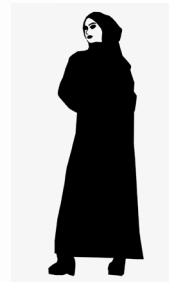
# Table Introductions

Share:

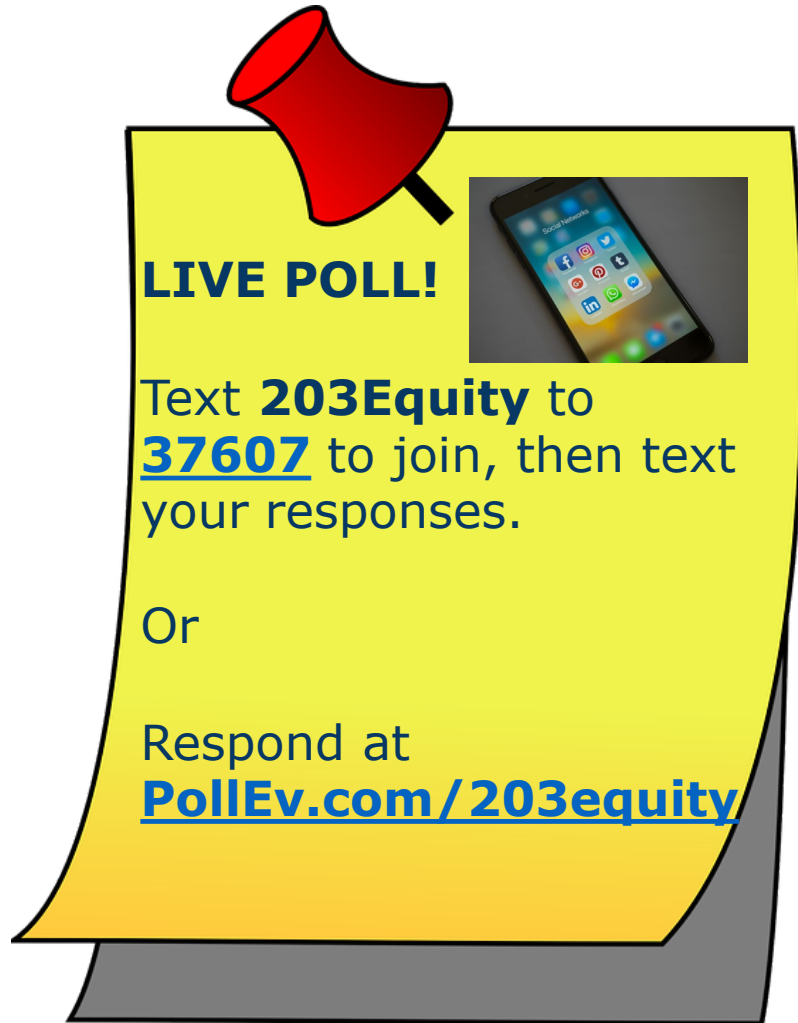
- Your name
- D203 Affiliation
- What interests you about this topic?  
What do you hope to learn or  
takeaway from today's  
conversation?



# Who do you see?



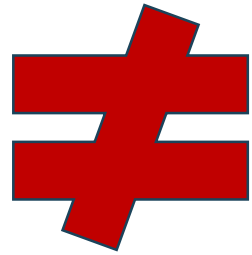
# Post Your Thoughts



- Write down the first 3 words that come to mind when you hear the phrase “**Implicit Bias**”

# Racism

- Is the belief that one set of characteristics is superior to another
- Combines *power* and prejudice
- Is a system of oppression
- Denies equity and justice



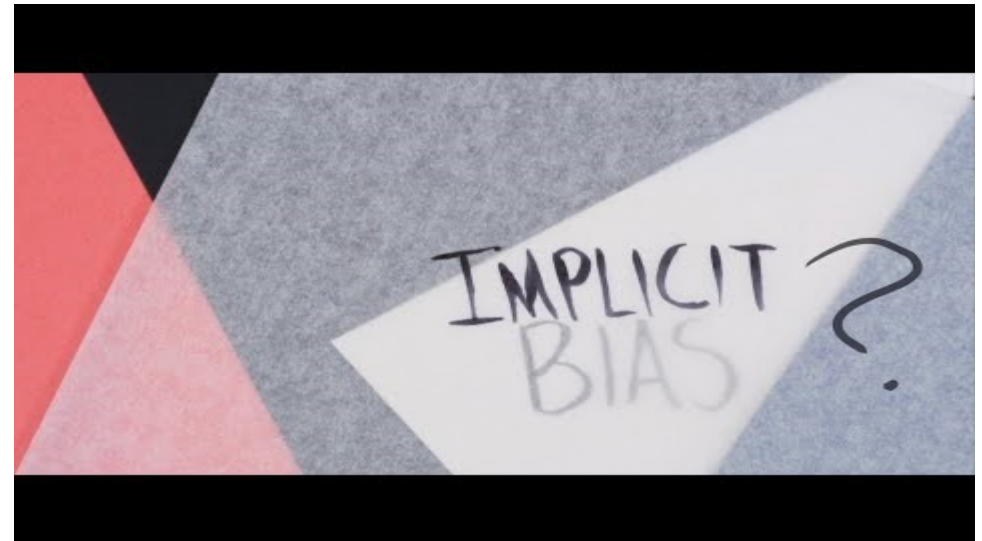
# Implicit Bias

- Is the attitudes or stereotypes that affect our understanding, actions, and decisions in an *unconscious* manner
- Can be shaped by early life experiences, the media, education, etc.
- Expressed indirectly
- Everyone carries biases

Implicit Bias is the process of associating stereotypes or attitudes towards categories of people without conscious awareness.

This is a result of the socialization process. Our brain creates associations based on our socialization.

# What is Implicit Bias?



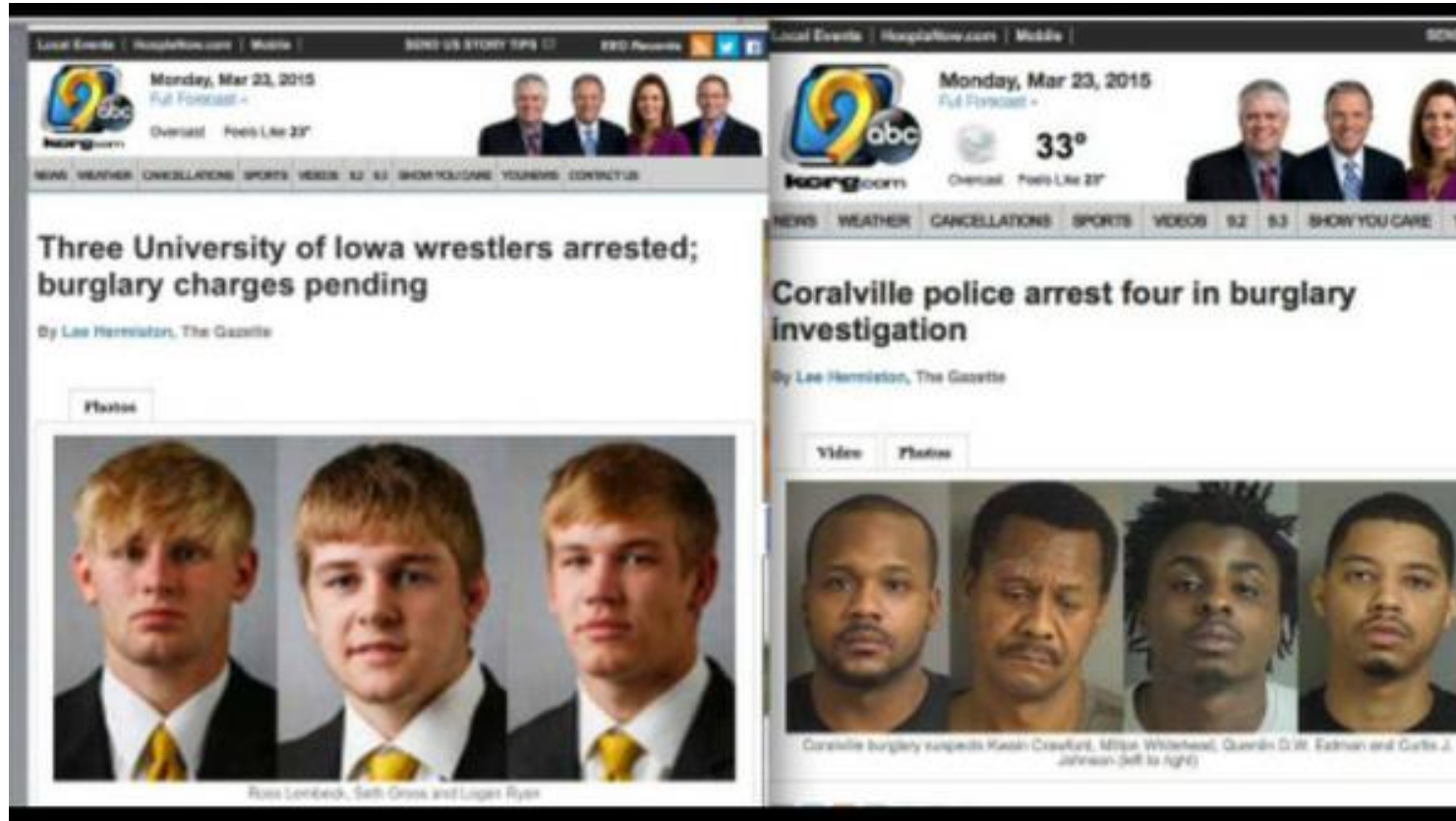


*“We don't deliberately choose our unconscious attitudes. And . . . we may not even be aware of them. The giant computer that is our unconscious silently crunches all the data it can from the experiences we've had, the people we've met, the lessons we've learned, the books we've read, the movies we've seen, and so on, and it forms an opinion.”*

— Malcolm Gladwell, [Blink: The Power of Thinking Without Thinking](#)



# What does implicit bias look like?



# What does implicit bias look like?

 **NBC News** ✓  
@NBCNews



Charleston church shooter Dylann Roof was loner caught in 'Internet evil,' family says [nbcnews.to/1dWf6BA](http://nbcnews.to/1dWf6BA)

6/20/15, 1:35 PM

 **Craig Newman** ✓  
@craignewman



Son with troubled past shields mom from gunfire, dies saving her in South Chicago: [chicago.suntimes.com/news/7/71/7076...](http://chicago.suntimes.com/news/7/71/7076...)

# What does implicit bias look like?



TWO RESIDENTS WADE THROUGH CHEST-DEEP WATER AFTER **FINDING** BREAD AND SODA FROM A LOCAL GROCERY STORE AFTER HURRICANE KATRINA CAME THROUGH THE AREA IN NEW ORLEANS, LOUISIANA. (AFP/GETTY IMAGES/CHRIS RAYTHEN)



A YOUNG MAN WALKS THROUGH CHEST DEEP FLOOD WATER AFTER **LOOTING** A GROCERY STORE IN NEW ORLEANS ON TUESDAY, AUG 30, 2005. (AP PHOTO/DAVE MARTIN)

**HURRICANE KATRINA, 2005**

# Check Your Bias

## Ideas to Reflect:

- Equity Audit
- Implicit/Explicit
- Racism
- Who we choose to help





Project Implicit®



## Ideas to Reflect:

- Increased exposure
- Building authentic relationships
- Diversify your network

# What can I do about it?



# Final Thoughts and Reflections

**At your tables, discuss one major takeaway after participating in today's session.**



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