

“Being Uncomfortable”

A conversation into the effects of bias in our commu

Objective

Help staff understand the concept of implicit and explicit bias and how it can impact people's perceptions and interactions with others.

Learning how to acknowledge our own bias in a way that doesn't compromise possible positive connections with staff, students and others.

What is Bias

noun

1. 1.

prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

verb

1. 1.

cause to feel or show inclination or prejudice for or against someone or something.

Different types of Bias

Implicit Bias

Actions that unintentionally reflect prejudice and preconceptions. Despite being an unconscious action or thinking, it does display a pattern of familiarity.

Explicit Bias

Actions that intentionally perpetuate preconceptions and prejudice. People of this type are acutely conscious of their prejudice.



Examples of Implicit Bias

Jonathan works as a chef at a 4 star restaurant. He doesn't talk to any of his staff, doesn't engage in greeting others, and keeps to himself. When staff have made attempts to speak with Jonathan he grunts, sneers, a head nod and continues with his duties. Staff believe he is unfriendly, doesn't like them and makes certain staff uncomfortable.

Jonathan is a high functioning autistic introvert.



Examples of Explicit Bias

Ageism

Where were you born?

Sexism

Where you grown up?

Racism

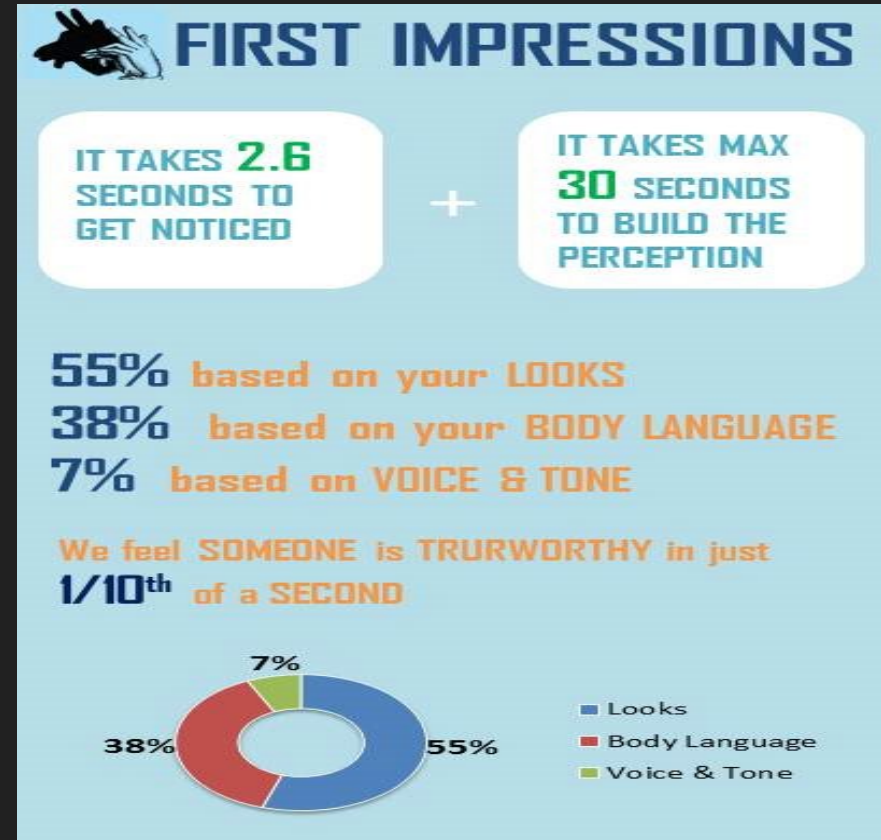
Who are your parents?

Sexual Orientation

Gender Identification

First Impressions are everything (in our mind)

First impressions matter since they will influence biases and preferences. Research shows that **most people make a first impression of a person within seconds**. These Initial perceptions might support or contradict explicit biases.



One minute activity

Think about a time that you now recognize that you had an implicit bias toward a person that changed over time or through an interaction.

What were the circumstances?

How were you feeling?

What were your thoughts in the beginning?

What happened to change your mindset?

How can we change our Negative biases?



Ideas

For explicit biases we are already aware of our bias. To change we may need to understand why the bias is there and try to overcome by learning from others, reading more about bias, and increasing positive interactions.

For implicit biases, it is more difficult as we may not realize the bias. If there is a situation that makes one uncomfortable or uneasy, it is important to ask ourselves why. Where is the discomfort coming from? Techniques to change implicit bias are on the next slide.

Conclusion

Evaluate your mindset- Be humble (no one is better than anyone else), be mindful and be internally motivated to change.

De-bias yourself- Biases can be molded and contradicted. Who are you surrounding yourself with, what media do you watch, what messages are you receiving?

Decoupling- Break the link between bias and behavior. If your behavior is not favorable, then evaluate if there is bias there.

References

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