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If you are interested in Dr. Marks and the NTIRE team providing implicit bias training for your agency, please send an email to bryant.marks@ntire.training.



The National Training Institute on Race and Equity

*The Hidden Biases of Good
People: Implications for Students,
Faculty, and Staff*



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- A matter of perspective...

- (optical illusion: face looking ahead and to the side simultaneously)



HARVARD
UNIVERSITY



MY BROTHER'S KEEPER
ALLIANCE



LUCAS MUSEUM



PRINCETON
UNIVERSITY

Gates
Millennium
Scholars



SOUTHERN CALIFORNIA
GRANTMAKERS



OBAMA
FOUNDATION



CollegeBoard



Bloomberg Associates



Spelman College

A little about Me

- Born in the Bronx raised in Queens (Mets fan)
- Dad was a Mississippi cotton-picking champion & preacher; Mom was born and raised in Harlem and nurse
- B.A., Morehouse College: Psychology major, economics minor
- Had a barber shop in my fresh/soph dorm room
- Pledged Kappa Alpha Psi Fraternity; fashion show model
- M.A./Ph.D. in Social Psych from U of Michigan (Woodson/Brady)
- 2 appts w/Obama admin; DOJ, DOE, the White House
- Trained 2000+ police chiefs and 25K officers on implicit bias 2017-2018
- 3 of the 7 cars I've owned were made by Hyundai
- Huge Shark Tank fan
- Allergic to watermelon
- Was an MC/rapper (in the studio w/Jay Z when we were teenagers); party hyper, spoken word artist, teacher, preacher, and trainer

Implicit Bias: Questions of the Day

1. What is implicit bias?
2. What does implicit bias look like in the real world?
3. Why does implicit bias exist?
4. How can implicit bias affect success in high school?
5. How can implicit bias be managed/reduced at the individual level?



Who/what is better?



Ariana Grande or Billie Eilish



Beyonce or Alicia Keys

The Accident

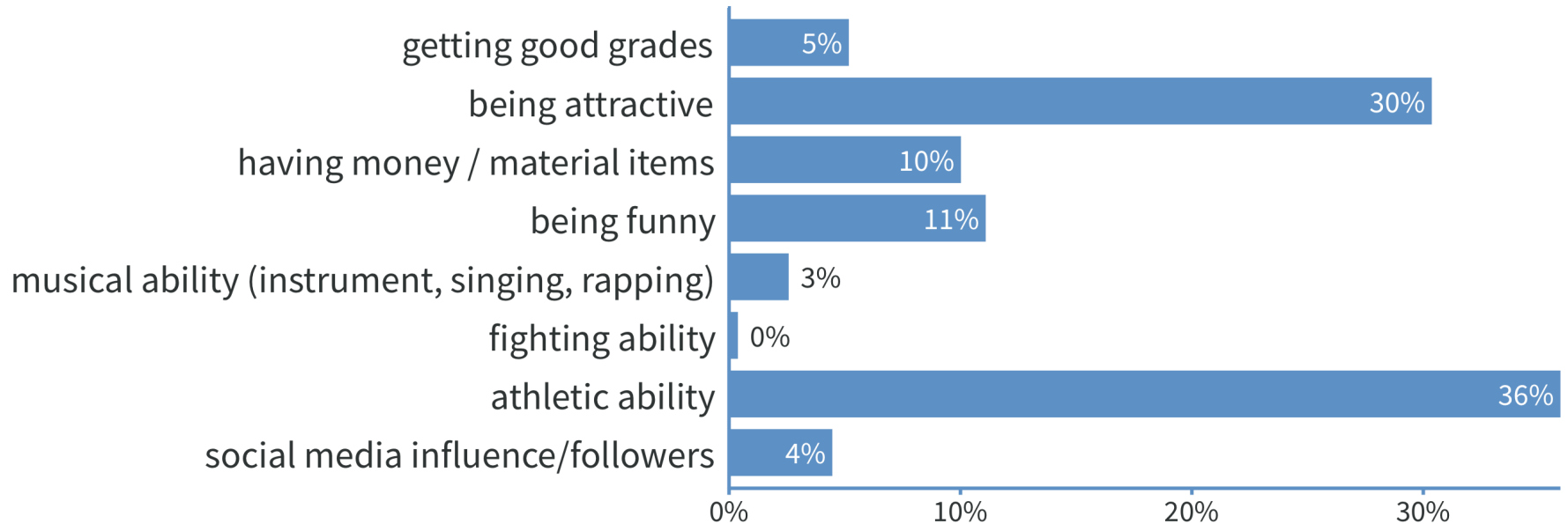
We all have biases...

...but the impact of our biases on others depends on the roles we play in society (special roles...)

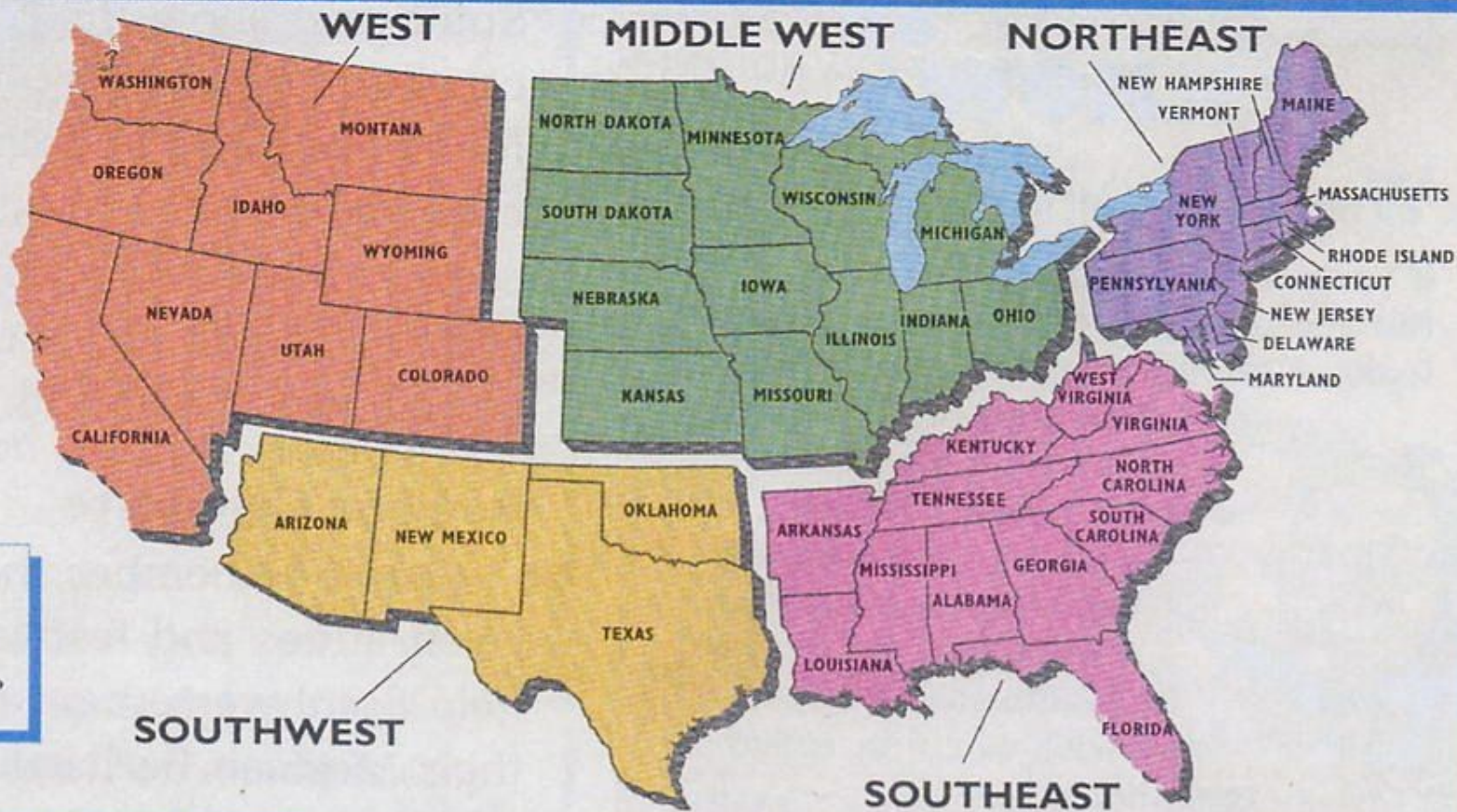
Please take out your cellphones/devices

 **Poll locked.** Responses not accepted.

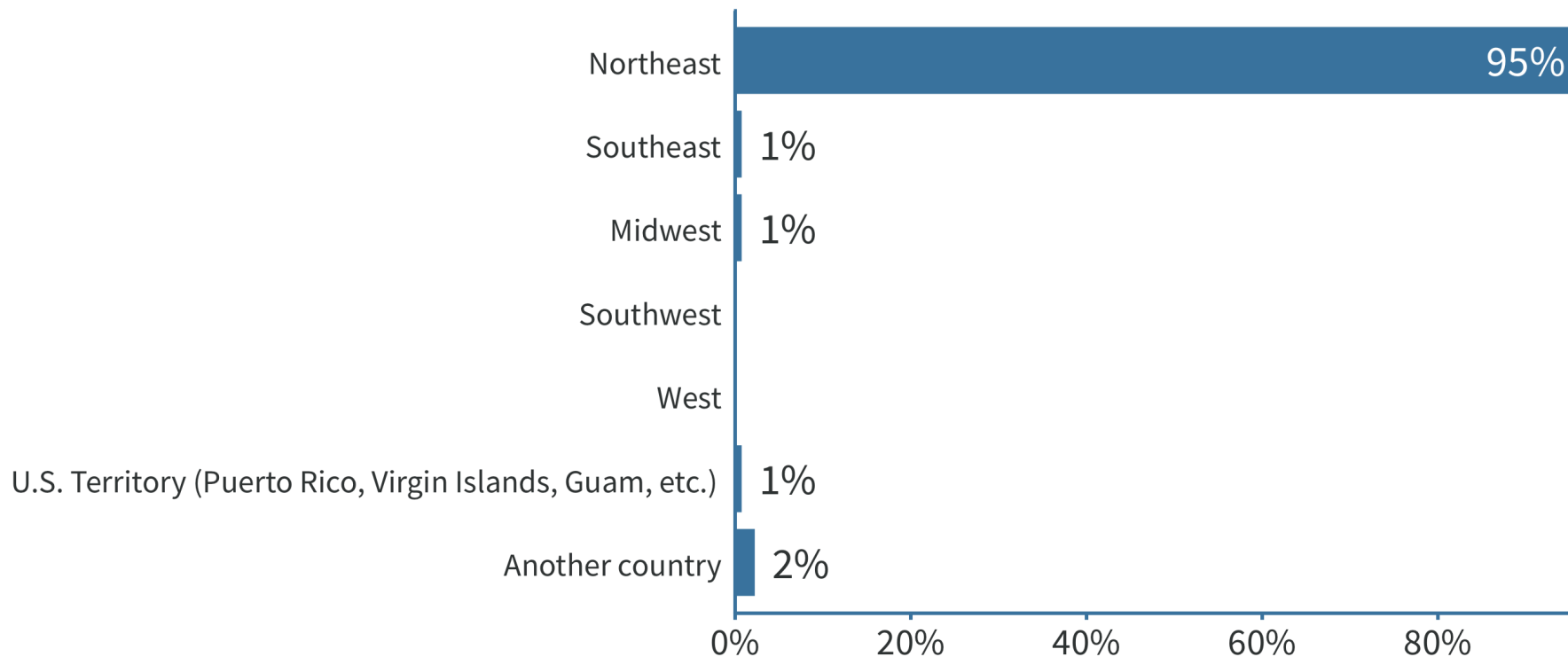
What are the top two reasons that people are popular in your school (select 2)?



Total Results: 270



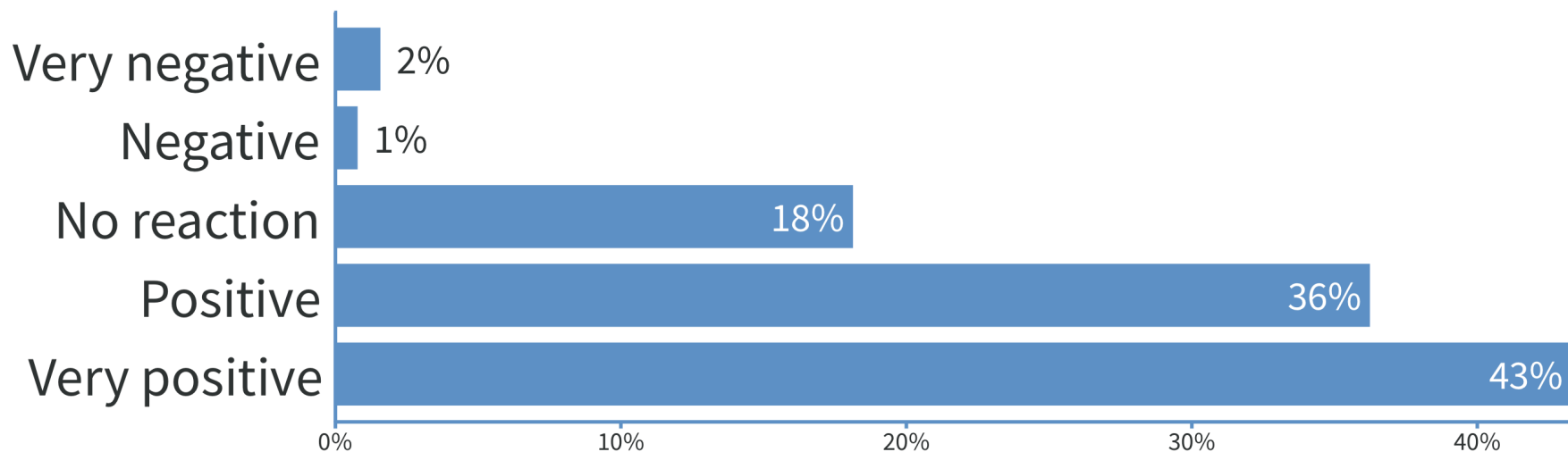
For the most part, I grew up in... (birth to 18yrs old)



The Statue of Liberty was created to celebrate freed slaves, not immigrants, its new museum recounts →

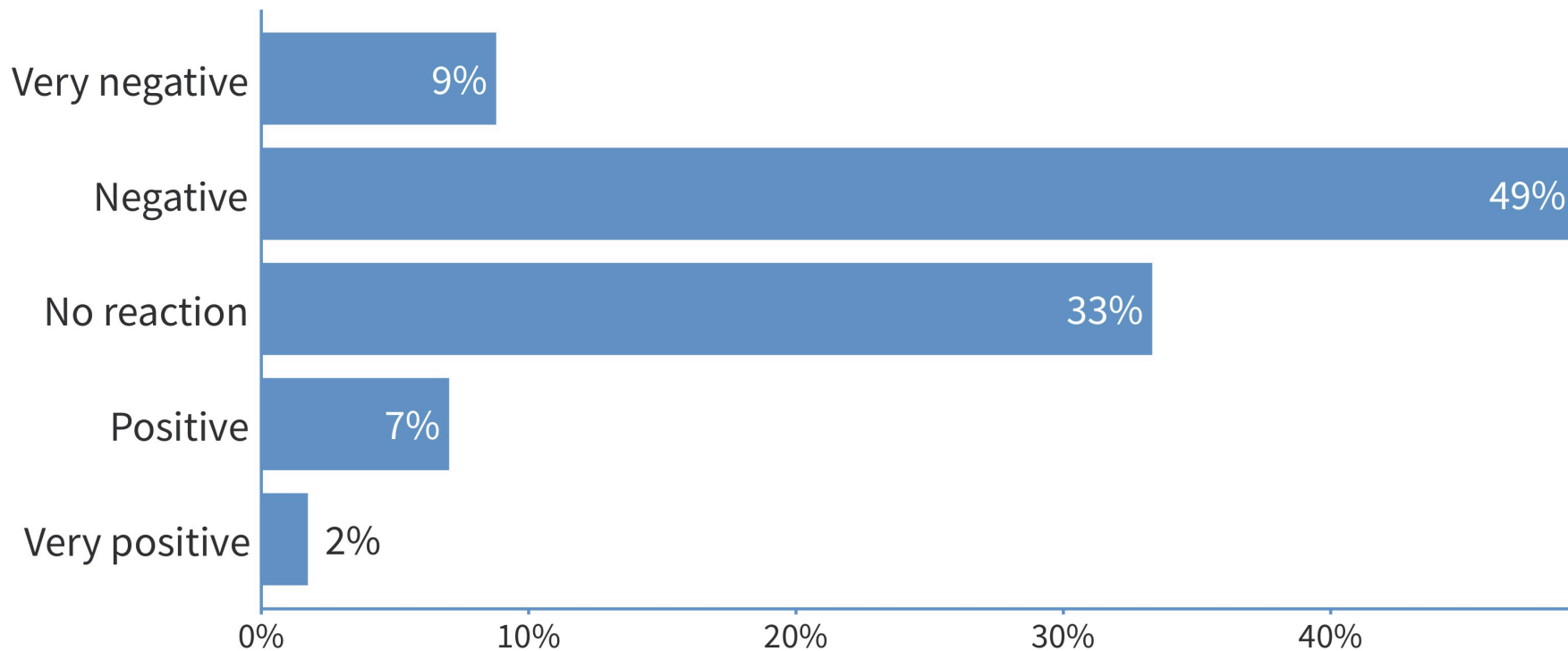


Honestly, what was your initial gut reaction towards me when I mentioned that I worked with the Obama Administration?



Honestly, what was your initial gut reaction toward me when I mentioned that I worked with the Obama Administration?

 **Poll locked.** Responses not accepted.



Large, urban police dept., west coast

Total Results: 57

What is
implicit
bias?

When Americans think of young Black males, what words/phrases come to mind?

(2x)



Key Terms

- **Stereotypes:** a generalization about a group in which identical characteristics are assigned to all members of the group, regardless of actual variation among the members (e.g., gender, elderly, professors)
- **Prejudice:** a pre-judgment that involves *liking or disliking* someone based upon group affiliation or personal traits
- **Discrimination:** Unequal *treatment* of others based on group membership

Implicit Bias Defined

- **Implicit Bias:** Implicit bias refers to stereotypes that affect our attitudes, understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.
(Kirwan Institute)
 - Can happen at the thinking (stereotypes), feeling (prejudice), or behavioral (discrimination) levels.

Implicit Bias Findings

- We all have biases, but the impact of our biases on others depends on the roles we play in society
- Implicit bias is more prevalent than explicit bias because our minds are cognitive machines that encode and store many associations between groups and traits that we have not consciously processed
 - We have biases toward numbers, shapes, and colors
 - In the U.S.: race, gender and age
- Implicit bias is a stronger predictor of day to day behavior than explicit bias because much of our behavior/thoughts are automatic
- The potential impact of implicit bias on behavior can be overridden by conscious effort

Common Biases and Targets

- Most bias arises from external characteristics
 - Racial bias (Racism)
 - Gender bias (Sexism)
- Arabs and Muslims
 - Prejudice and discrimination increased in U.S. after September 11, 2001
- People who are overweight
- LGBTQ communities
- Undocumented individuals
- Americans' strongest negative bias is toward elderly people followed by obese people

What does implicit bias look like in the real world?



All things being equal yet unequal...

- Taller employees receive higher wages than their shorter counterparts (Schick & Steckel, 2015)
- Qualifications being equal (credit score, financial history, income, etc.), Blacks and Hispanics were less likely to be approved for **mortgages**, and paid higher interest rates on when they were approved (U.S. Housing and Urban Development report, 2015)

All things being equal yet unequal...

- Previous performance being equal, K-12 teachers have lower expectations and display less social comfort with Af Am students than White students (various researchers)
- People who show negative implicit bias towards Latinos are more likely to oppose both illegal **AND** legal immigration (Perez, 2015)

All things being equal yet unequal...

- Symptoms being equal, African Americans and some Latinos are less likely to receive most effective treatment for illnesses, even after matching them on income and insurance coverage (Nat'l Academy of Sciences' *Unequal Treatment* report, 2002)
- Regular weight job applicants were less likely to be recommended to be hired for a job when they were seen (photo) sitting next to an obese applicant than when sitting alone or next to a regular weight person. (Hebl & Mannix, 2003)

All things being equal yet unequal...

- Crime and circumstances being equal, Af Am's are more likely to be stopped, searched, arrested, receive poor plea deals, convicted, receive longer sentences, receive the death penalty, declined probation and declined a pardon (DOJ/BJS, U.S. Census, Stanford Univ., multiple academic and journalistic studies)
- Non-Blacks perceive young Black men as bigger (taller, heavier, more muscular) and more physically threatening (stronger, more capable of harm) than young White men. (Wilson, Hugenberg & Rule, 2017)

Joe and Jose

- https://www.youtube.com/watch?v=PR7SG2C7IVU&list=PLhh73_CM5GHRUYWhUa1VtqMJxtGw6r-lu&index=28&t=0s

Potential Impact of Bias on Best Practices for College Student Success

Potential Impact of Bias on Best Practices for High School Student Success

- Students with learning difference may not seek the help they need because they feel that they may be seen as unintelligent by other students and teachers
- Teachers may have lower expectations to certain students; teachers having different reactions to performance based upon the race/gender of student
- A bad experience with one teacher may cause a student not to trust future teachers .

Why does
implicit bias
exist?



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Why Bias Exists

- **Minimal group effect:** In-group favoritism occurs even when group membership is random
- **Competition** over scarce resources leads to intergroup hostility and conflict (gas, food, water)
- **Bias and self-esteem:** If other groups are inferior, my group (“I”) must be superior
- **Rationalization for Oppression:** powerful group retains power through use of stereotypes and prejudices
- **Socialization/Exposure:** we learn it
 - Influence of family, teachers, peers, media, and experience (your fiancé)
- **Lack of exposure** to the diversity within other groups .

How is
implicit bias
measured?



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Measures of Implicit Bias

- **The Implicit Associations Test (IAT):** measures the strength of subconscious associations between concepts/groups (e.g., Hispanic people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy)
- The IAT is not perfect, but it does correlate with certain implicit and explicit behaviors.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Native IAT

Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Weapons IAT

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Barack Obama and one or more previous presidents.

Asian IAT

Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin

Implicit Associations Test Findings

- 75% of participants that took the Black/White race IAT show positive bias toward Whites
- African Americans are split 50/50 between Black and White preference
- Asian Americans were perceived as “less American” than White Americans by White **AND** Asian Americans
- Showing a preference does not mean that you are prejudiced or will discriminate, but it does suggest that you have stored certain associations between groups and traits in memory
- Taking it over typically yields similar results
- Left/right handedness doesn't matter
- Many people, particularly liberals and members of minority groups, have difficulty accepting their implicit bias .

Source: Project Implicit / Harvard University

How can implicit bias be managed/ reduced?



Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

1. Individuation

This strategy relies on preventing stereotypic conclusions by obtaining specific information about group members (Brewer, 1988; Fiske & Neuberg, 1990).

- Using this strategy helps people evaluate members of the target group based on personal, rather than group-based, attributes
- Group: race, occupation, hometown
- Individual: interests, hobbies, favorite movie/color/book/musicians; clothing, style, tech preferences, apps, etc.

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

2. Perspective taking

This strategy involves taking the perspective in the first person of a member of a stereotyped group.

- Perspective taking increases psychological closeness to the targeted group, which decreases automatic group-based evaluations (Galinsky & Moskowitz, 2000). (Black male brand)
- Usually requires communication, understanding, and some level of empathy

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

3. Counter-stereotypic imaging

- Imagine in detail counter-stereotypic others (Blair et al., 2001).
- These others can be abstract (e.g., Muslim family eating dinner), famous (e.g., Muhammad Ali), or non-famous (e.g., a personal friend).
- The strategy makes positive exemplars salient and accessible when challenging a stereotype's validity.

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

4. Stereotype replacement

- Replace stereotypical responses with non-stereotypical responses.
- Involves recognizing that a response is based on stereotypes (e.g., math teacher asking Asian students to join the math club on the 1st day of class); labeling the response as stereotypical, and reflecting on why the response occurred.
- Next, one considers how the biased response could be avoided in the future and replaced it with an unbiased response (Monteith, 1993)

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

5. Increasing opportunities for contact

Positive contact can alter perceptions of the group or directly improve evaluations of the group (Pettigrew & Tropp, 2006).

- Seek opportunities to encounter and engage in positive interactions with out-group members
- Interact with and/or develop genuine relationships with **several** out-group members; learn their history & culture
- Increased exposure to associations of outgroups and positive traits/achievements (to reduce Af Am bias: visit Nat'l Msm Af Am Hist/Culture; watch “13th”; read Nile Valley Civilizations by Tony Browder; watch Blackish; positive statistics)

Promising Practices for Reducing IB: Organizational Level (the AAA model)

Promising Practices for Reducing IB: Organizational Level (the AAA model)

- **Assessment:** Analyzing existing data to identify systemic implicit bias in organizations
 - Potential IB within an organization
 - Potential IB in service delivery and impact
- **Awareness:** Discussing data that suggests IB with leadership, personnel, and stakeholders
- **Action:** Creating bias-reducing practices and policies built on
 - **Transparency**
 - **Standards**
 - **Accountability**

Thank You!

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