

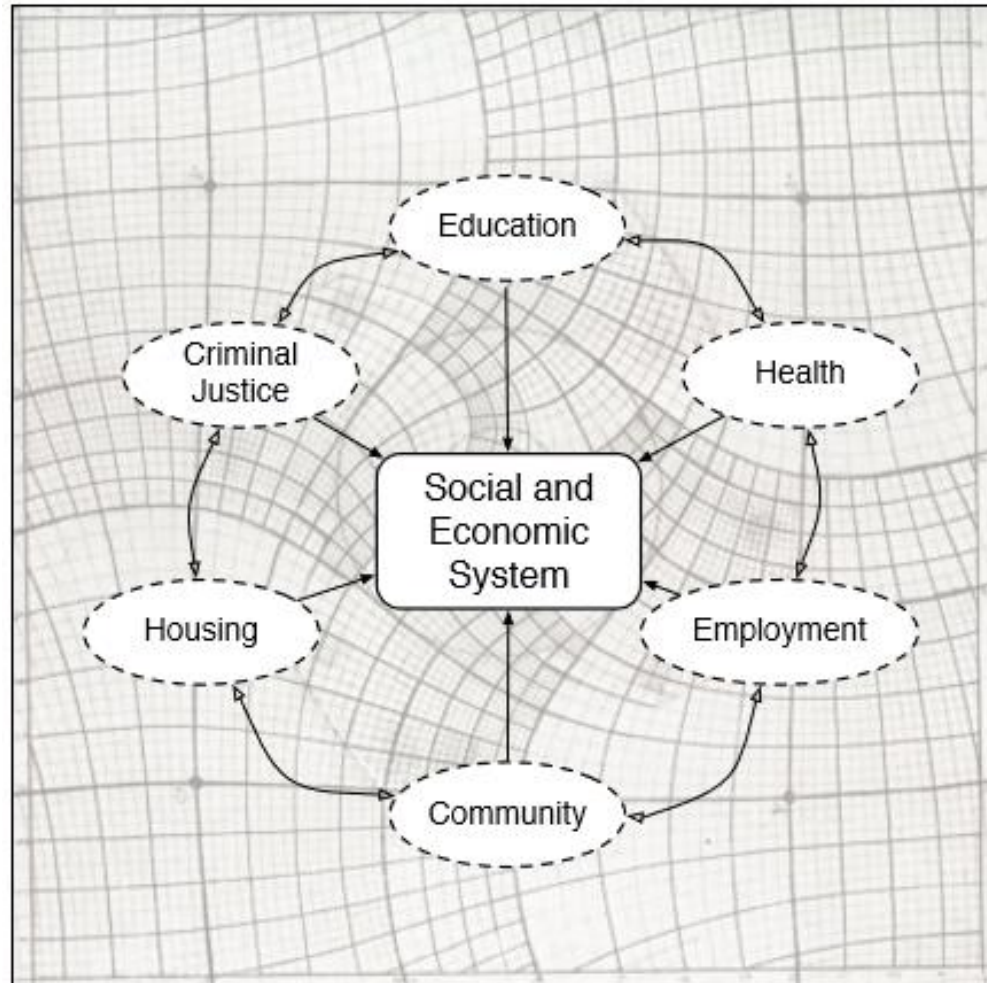
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# UNCONSCIOUS BIAS, DISCRIMINATION AND ANTI-RACISM IN THE WORKPLACE

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Racialization distorts all parts of the System

## KEY WORDS /DEFINITIONS

- Racism- prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized
- Structural racialization is a system of social structures that produces and reproduces cumulative, durable, race-based inequalities.
- Systemic Oppression: Oppression by institution, or systematic oppression, is when the laws of a place create unequal treatment of a specific social identity group or groups. Another example of social oppression is when a specific social group is denied access to education that may hinder their lives in later life
- Privilege- a special right, advantage, or immunity granted or available only to a particular person or group.
- Microaggression- a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority. Indirect, subtle, or unintentional discrimination against members of a marginalized group.

# IMPLICIT BIAS



- In a word or phrase, what comes to mind when you think of the term implicit bias?

# Implicit Bias

- Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- Implicit racial bias can help us to better understand how institutional racism and other forms of bias affect educational experiences of students from marginalized communities.
- When you picture a student in detention what race do you assume he/she is?



# EXPERIENCING INEQUALITY IN PUBLIC SCHOOLS

- “If you go to the schools in our district, you see all kinds of people, and it looks like utopia. And if you’re a white student, it is utopia. You get to be around kids of diverse backgrounds, listen to different music, have different experiences, and also get the finest of schools.”
- “If you’re a Black student, you don’t feel as respected or welcome, you don’t feel like a full citizen.” Stereotypical ideas that Black students can’t achieve or will misbehave persist mostly beyond the conscious thought of teachers, 72 percent of whom are white. The experience is “much like what happens outside the school.”

Source: John Diamond, co-author of *Despite the Best Intentions: How Racial Inequality Thrives in Good Schools*

# WHAT IS BIAS?

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



## Explicit Bias:

- ◆ Attitudes and beliefs we have about a person or group on a conscious level
- ◆ Group boundaries that distinguishes oneself from others

## Implicit Bias:

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner

## IMPLICIT BIAS CONTINUED.....

- ◆ Activated involuntarily, without awareness or intentional control
- ◆ Can be either positive or negative
- ◆ Media and news often origins of implicit association



# Media Representation Affects Perception

- When reporting on crimes, the media uses incriminating photos of victims of color, but positive photos of White suspects.
- Unequal representation affects how African American youth are perceived by society at large.

## Theater Shooting Suspect Was Brilliant Science Student

July 21, 2012 10:27 AM



James Howes (credit: CBS)

## Police: Michael Brown Struggled With Officer Before Shooting

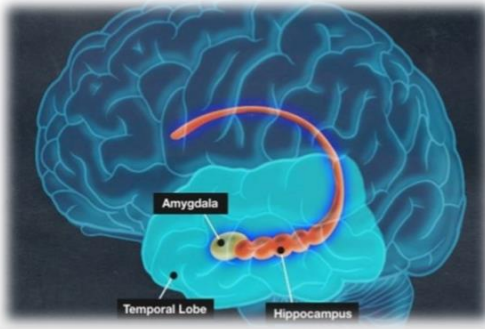
Brian Kelly (Twitter: @brpkelly)

August 10, 2014 11:31 AM



# WHAT THE RESEARCH SAYS.....

- ◆ Originates from specific places in the brain
- ◆ Biologically hard-wired to prefer people who share our interests.
- ◆ Processes bypass rational and logical thinking, enabling us to sort through billions of stimuli on a daily basis.



## Characteristics of Implicit Bias

- Operates at the *subconscious level*
- Pervasive
- Distinct mental constructs
- Do not necessarily align with declared beliefs
- Favor our ingroup
- Malleable

# Balanced Representation (GATE vs SPED)

- African American & Latino students are dramatically underrepresented in academically rigorous programs.
- 16% of the nation's public school students are Black, but only 9% of students enrolled in gifted and talented programs.
- A quarter of high schools with the highest percentage of Black & Latino students do not offer Algebra II; a third do not offer chemistry.
- This math does not add up.



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*"To be a Negro in this country and to be relatively conscious is to be in a rage almost all the time." - James Baldwin*

## Opportunity: The Stress of Racism Affects Learning Development

- The learning and development of Black/Latino students is impaired by explicit and implicit biases, as well as overt racism.
- The stress of racial discrimination may partly explain the gaps in academic performance between Black/Latino youth and their White counterparts.
- Researchers found that the physiological response to two sources of race-based stressors leads the body to pump out more stress hormones in Black and Latino students:
  - **Perceived Discrimination:** The perception that you will be treated differently or unfairly because of your race.
  - **Stereotype Threat:** The stress of confirming negative expectations about your racial or ethnic group.

## STRESS OF RACISM CONTINUES

- The biological reaction to race-based stress is compounded by the psychological response to discrimination or the coping mechanisms students of color develop to lessen the distress.
- Over time children develop strategies to reduce the racial stressors; however, these strategies have consequences for academic success.
- Students might cope by devaluing the importance of tests or deciding that doing well in school isn't a part of their identity, which then affects academic performance.

# PERVASIVENESS OF IMPLICIT BIAS

- ◆ Recruitment
- ◆ Hiring decisions and selection
- ◆ Conducting orientation
- ◆ Job assignments
- ◆ Promotions
- ◆ Stretch assignments
- ◆ Training opportunities
- ◆ Listening to others and valuing divergent views and opinions
- ◆ Customer service
- ◆ Performance evaluation and reviews

# BIAS IN THE WORKPLACE

1. Affinity Bias
2. Gender Bias
3. Halo Effect
4. Perception Bias
5. Confirmation Bias
6. Horn Effect

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# TYPES OF BIAS

- **Affinity bias** is the unconscious tendency to get along with others who are like us. It is easy to socialize and spend time with others who are not different.
- **Gender bias** is prejudice against people of a particular gender, usually women. Gender bias may result in discriminatory treatment or unequal opportunity. family & personal matters. gender, sexuality, and reproductive rights
- The **halo effect** is a type of cognitive bias in which our overall impression of a person influences how we feel and think about their character.
- The **horn effect**, closely related to the halo effect, is a form of cognitive bias that causes one's perception of another to be unduly influenced by a single negative trait.
- **Perception bias** is the tendency to be somewhat subjective about the gathering and interpretation of healthcare research and information. There is evidence that although people believe they are making impartial judgements, in fact, they are influenced by perception biases unconsciously.
- **Confirmation bias** is the tendency to interpret new evidence as confirmation of one's existing beliefs or theories.



# STRATEGIES FOR ADDRESSING IMPLICIT BIAS

- ◆ Learn more about your bias
- ◆ Limit exposure to stereotypes
- ◆ Seek counter-stereotypical images, stories, people, experiences
- ◆ Seek out regular feedback

- ◆ Implicit Association Test

<https://implicit.harvard.edu/implicit/selectatest.html>

- ◆ 7 – Day Bias Cleanse

<http://www.lookdifferent.org/what-can-i-do/bias-cleanse>