

# Implicit Bias



# What Is Implicit Bias?

- Automatic preference / subconscious associations
- We all have implicit biases
- Most bias arises from external characteristics
- Race, gender, religion, sexual orientation , ethnicity, skin tone, e.t.c
- Stereotypes:
  - Working class Black or Hispanic neighborhood = danger

But the impact of our biases on others depends on the roles we play in society



# How Do We Measure Implicit Bias?

Take Harvard's IAT

<https://implicit.harvard.edu/implicit/takeatest.htm>

# Other Implicit Bias Findings

- Asian Americans were perceived as “less American” than white Americans
- Showing a preference does not mean you are prejudiced/discriminate, but that you have stored opinions/assumptions on a group/trait in your memory
- Taking it over typically yields same responses
- Left/right hand dominance does not matter
- Liberals or groups from minority groups have difficulty accepting their biases

# What Is Discrimination?

Negative or positive behavior toward someone based on implicit bias/prejudice.

Stereotypes: an idea or statement about all members of a group

Racism: the belief that members of one race or ethnic group are superior to members of other races or ethnic groups

Prejudices: a negative attitude toward a group of people

# Why Is It Important To Study Implicit Bias? Isn't Everyone Equal?

- Taller employees: higher wages (compared to shorter counterparts)
- Black and Hispanic: less likely approved for mortgages & paid higher interest rates (even w/ equal credit , score, financial history, income etc. to white counterparts)
- K-12 teachers: have lower expectations & less social comfort w/ Black students than White students
- Ppl who show implicit bias towards Latinos are more likely to oppose BOTH illegal & legal immigration
- Healthcare: Black ppl are less likely to receive most effective treatment for illnesses (even w/ same symptoms/income/insurance coverage as white counterparts)
- Many ppl find Black ppl as intimidating/threatening (or involved in a crime Black ppl: 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 (crime and circumstances being equal )
- People with regular weight were less likely to be hired for a job when sitting next to an obese applicant than when sitting alone or with a regular weight person
- 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

## Specifically in RHS (via the RHS Amplify account)

### **SUBMISSION #6**

***TW: slavery, anti-blackness***

“In US<sup>1</sup> history some kid said that there’s justification for slavery, and that “lazy N-words” had to be put to good use.”

### **SUBMISSION #23**

“A group of boys called me “ling ling” and pulled their eyes back and told me I had corona bc I was Chinese. They taunted and told me that I didn’t deserve to live and that I should be deported back to China.”

## SUBMISSION #10

"I'm a poc and on the first day of freshman year a teacher gave us an in-class writing assignment about what we did that summer. But because of the shortened periods and me not having anything to write about I told the teacher before leaving for the next class that I had written very little...

swipe →

## SUBMISSION #10

Before I could even finish my sentence the teacher asked me, "is it because English isn't your first language?" And honestly it was more shocking to me than hurtful because this is a teacher who is supposed to educate me, not make me feel like I need some kind of assistance in my primary language. I told my guidance counselor of this incident and she didn't believe me because that teacher apparently had a good reputation so she told me to just give the teacher another chance. Who says that?"



## SUBMISSION #18

"I often clarify what my ethnic background is because I am white-passing. I mentioned to a kid that I was middle eastern, and, in front of a group, he proceeded to ask me if I was a terrorist.

My parents used to have me wear a cross to school to avoid this type of comment (I am Christian, but I always feel guilty replying to ignorant comments with "oh but I'm Christian" because I feel like that feeds into Islamophobia!). There's a lot of islamophobia and religious tension in the Middle East, and I guess I thought here was different... The worst part was the kid who made the comment seemingly expected me to laugh."

## SUBMISSION #26

"We were jogging during a warmup for practice. The two guys in front of me were talking to each other, and one of them said, "That's so Jewish. Stop running like a Jew." For a while, I had trouble believing that they actually said that. -Class of 2021"

# Discussion Questions

- How might implicit biases impact life at school?

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- How might implicit biases impact our social lives?
  
- How might implicit biases impact us in our occupations as adults?
- How does implicit bias affect the target of the bias?

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- How can implicit bias be managed/reduced?
- Why does implicit bias exist?

# Our Project

- What we've done so far

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- What we envision
  - In the classroom
  - “K-12 anti-bias program”

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- AG Gurbir Grewal Report