

Implicit Bias with a Focus on Racial Equity



Presenters

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Introduction to Implicit Bias

Over the next 4 slides, we want you to read the question and make a decision very quickly. You will only have 5 seconds per slide.

Your mom needs a major surgery...

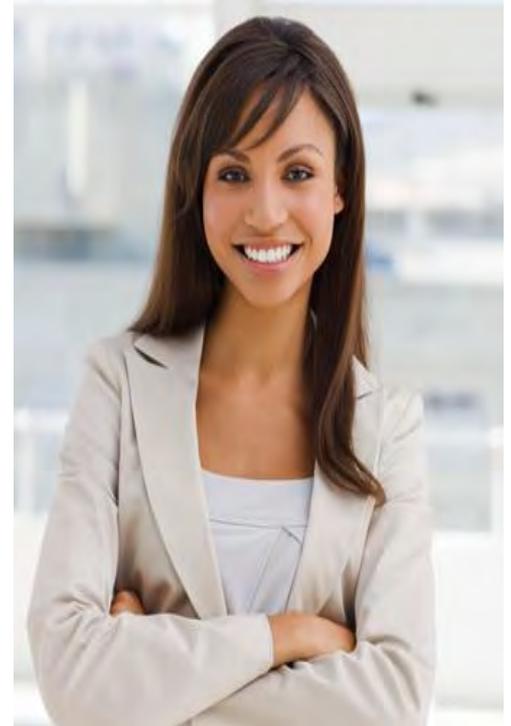
Which surgeon would you chose?



Your daughter needs a math tutor...



Choose your son's kindergarten teacher...



Your kids want a dog...



Shared Agreements

- One person talks at a time. (Raise your virtual hand and we will unmute)
- Participate in the conversation and let all voices be heard.
- Listen to understand and seek to grow your understanding.
- Engage respectfully, even if there is a differing viewpoint.
- Share your own experiences/perspectives, and allow others to share theirs.
- Embrace new ideas as opportunities to find common ground.

4 Agreements for Conversations about Race

- ❑ **Stay engaged**: Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”
- ❑ **Experience discomfort**: This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.
- ❑ **Speak your truth**: This means being open about thoughts and feelings and not just saying what you think others want to hear.
- ❑ **Expect and accept non-closure**: This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue

Goals

- Define Implicit Bias.
- Reflect on your own personal biases.
- Reflect on how it affects you in your interactions with peers, those you serve, and others at home.
- Strategize how to unlearn implicit biases.

What is Implicit Bias?

- ❑ Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- ❑ They are subconscious.
- ❑ They are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

More About Implicit Bias

- ❑ Implicit biases are **pervasive**. Everyone possesses them.
- ❑ **The brain has to take shortcuts**. Your brain has to create a schema to simplify the world and sort through all the data we encounter.
- ❑ The implicit biases we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- ❑ We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- ❑ Implicit bias is **learned**
- ❑ Implicit bias can be seen in children as early as **3 years old**
- ❑ Implicit biases are **malleable**. They can be unlearned

Video and Reflection

- [Doll Video](#)

Breakout Room

- ❑ You have been assigned to a breakout room
- ❑ You will have 7 minutes to talk with your group
- ❑ Once we click Breakout, you will get a pop up asking you to join the breakout room. You just need to click join. (Please remember your room number)
- ❑ It will automatically bring you back to the main room at the end of your time

Breakout Group Question 1

What is your emotional response to the video?

Share Out

- Group 2
- Group 4
- Group 6
- Group 8
- Group 10

Breakout Groups Question 2

Identify ways that your implicit bias might be impacting your students and/or schools as a whole?

Share Out

- Group 1
- Group 3
- Group 5
- Group 7
- Group 9

Barriers to Addressing Implicit Bias

- ❑ Political Stance
- ❑ Lack of self-awareness
- ❑ Uncomfortable acknowledging what is socially unacceptable

Strategies to Unlearn Implicit Bias

- ❑ Self-awareness: recognizing your implicit biases is the first step.
- ❑ Understanding and researching more about the nature of bias.
- ❑ Increasing and creating opportunities for positive contact with individuals from groups which you have a bias to learn from them and unlearn negative stereotypes about them.
- ❑ Make it a priority to recognize the propaganda that contributes to implicit biases (i.e. TV shows, movies, etc.) and commit to educating yourself with media that reflect the truth about marginalized groups of people (documentaries and books).
- ❑ Identify ways that implicit bias may have impacted your interactions with students in the past.
- ❑ Work on consciously changing your biases. If you do recognize that your response to a person might be rooted in biases, make an effort to identify and consciously adjust your response. Apologize and try to make amends if necessary.

Next Steps

- ❑ Pick 1 strategy to unlearn Implicit Bias and commit to working on it.
Share with group by typing it into the chat box.
- ❑ We realize we have to do this work everyday all day as these socialized biases come at us everyday.
- ❑ Be intentional about dismantling your implicit biases

Resources

- ❑ [Study shows how children view race bias](#)
- ❑ [A Look at Race Relations through a Child's Eyes](#)
- ❑ [Brown eyes and blue eyes Racism experiment Children Session](#)
- ❑ [Immaculate Perception by Jerry Kang](#)
- ❑ [Implicit Bias: Concept Unwrapped Video](#)

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