

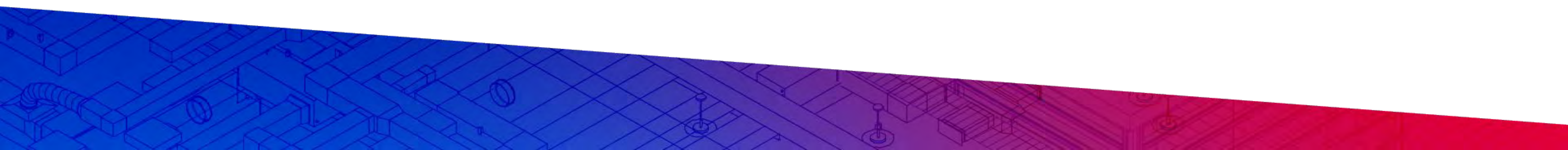
BUILDING the **FUTURE** **TOGETHER**



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DUSHAW HOCKETT

BIAS AND BELONGING





WHY IMPLICIT BIAS MATTERS?

1. Harm -- Overwhelming amount of harm stems from implicit bias;
2. Help -- Bias reduction work is not just about reducing harm. It's about the helping us to be more effective on the job; improving relationships; improving team performance.

THREE OBJECTIVES

1. Define Implicit Bias
2. Share strategies for bias reduction
3. Practice/reflect

WHAT IS IMPLICIT BIAS?

Implicit Bias: A preference for or prejudice (or aversion) against a person or group of people; and one that operates outside of our conscious awareness.

WHAT IS IMPLICIT BIAS?

1. **Implicit biases can run contrary to our conscious beliefs and attitudes.**

WHAT IS IMPLICIT BIAS?

2. Implicit biases are triggered through the rapid and automatic mental association of individuals/groups/objects and our attitudes AND stereotypes about them.



"Right now, your hidden brain is doing many more things than your conscious brain could attend to with the same efficiency. The brain sacrifices sophistication to achieve speed. If you missed the spelling error in the last sentence, it is because your hidden brain rapidly approximated the correct meaning of "sophistication" and moved on."

Shankar Vedantam, The Hidden Brain

WHAT IS IMPLICIT BIAS?

3. **Implicit biases are social and structural, not just individual. They stem from messages/stories/narratives absorbed from the larger society.**

WHAT IS IMPLICIT BIAS?

4. Having implicit bias doesn't make us bad people. It makes us human.

REFLECTION

What are you thinking/feeling given this definition of implicit bias?

RECAP

1. Both a preference and a prejudice
2. Not aware we have them
3. Can contradict our stated values
4. Rapid and automatic
5. Absorbed from the broader society

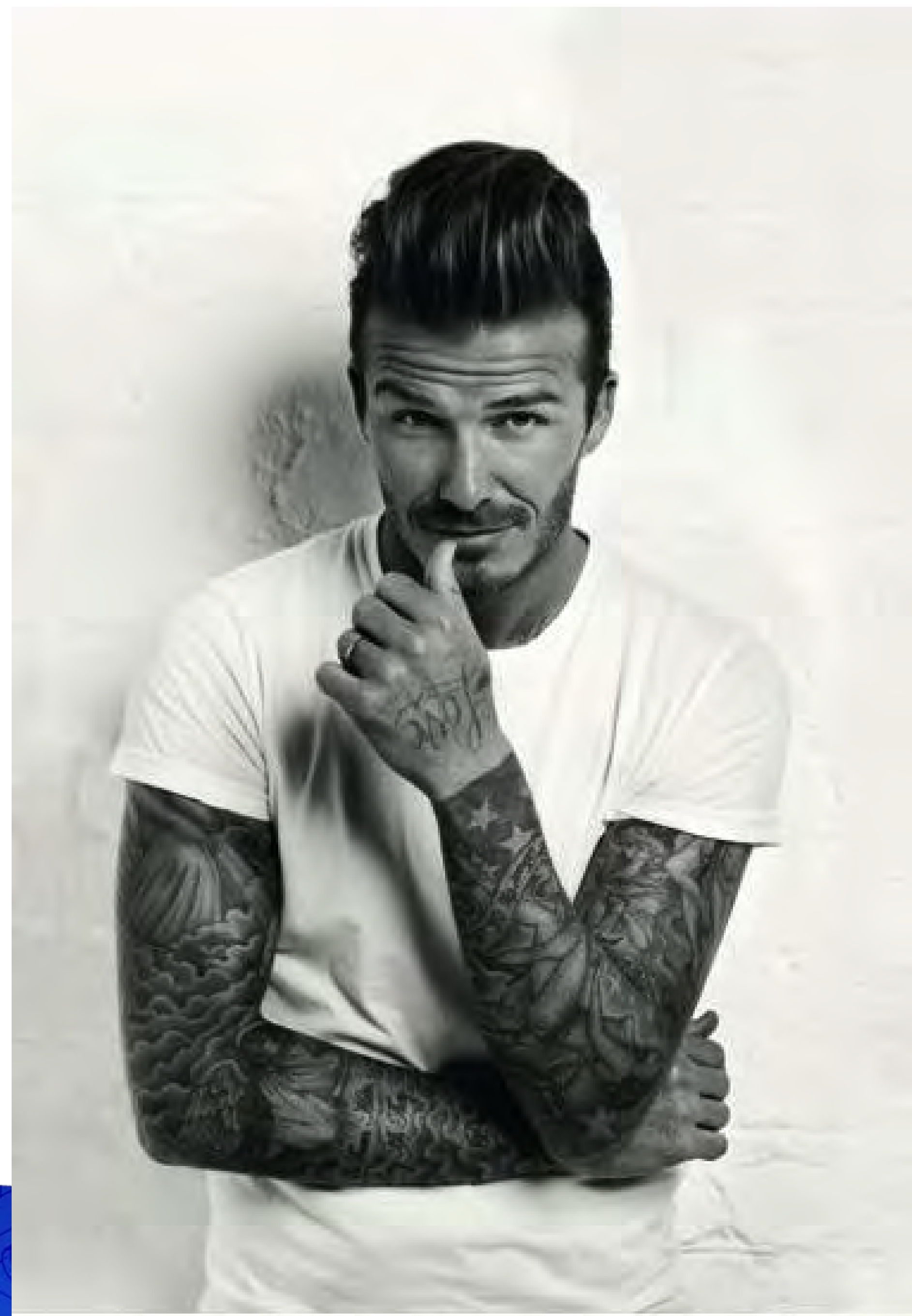
STRATEGIES FOR BIAS REDUCTION/INTERRUPTION

1. Individuating
2. Intergroup Contact
3. Perspective-Taking
4. Improved Decision-making

INDIVIDUATING

What – taking time to learn detailed information about the “other” or the perceived other.

How – a) conducting one-on-one meetings; b) seeking out profile or biographical information



PRACTICE INTERGROUP CONTACT

Definition: Seek out opportunities for intergroup contact that are:

- a) Friendly versus hostile**
- b) Intimate versus superficial**
- c) Sustained versus one-shot deal**



PERSPECTIVE-TAKING

- What – Understanding the first-hand perspective of a member of a marginalized group. Walking in the shoes – metaphorically -- of “the other.”
- How:
 - a) Read a book by and/or about a person/people from a marginalized group;
 - b) watch documentaries + tv shows/movies based on true stories.



BASED ON THE UNTOLD TRUE STORY

MEET THE WOMEN YOU DON'T KNOW,
BEHIND THE MISSION YOU DO.

HIDDEN FIGURES

IMPROVED DECISION-MAKING

- What – slowing down the pace of decision-making AND removing or reducing unhealthy amounts of ambiguity or discretion from decision-making
- How:
 - a) practice “blinding;”
 - b) “flip the script”
 - c) use checklists

IMPROVED DECISION-MAKING

- What other sectors/institutions do: Courts Catalyzing Change “bench card” or checklist for judges. See excerpt below
- What assumptions have I made about the cultural identity, genders, and background of this family?
- What evidence has supported every conclusion I have drawn, and how have I challenged unsupported assumptions?”

STRATEGIES FOR BIAS REDUCTION/INTERRUPTION

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4. Improved Decision-making

YOUR BRAIN ON BIAS

The "Stroop Effect"

#1	#2	#3
SLB	CFLTK	CFLTK
SPRND	HLMG	CFLTK
SLB	SPRND	SLB
SPRND	HLMG	CFLTK

YOUR BRAIN ON BIAS

The "Stroop Effect"

#1	#2	#3
GREEN	BLUE	GREEN
RED	YELLOW	YELLOW
PURPLE	BLUE	RED
GREEN	RED	PURPLE

YOUR BRAIN ON BIAS

The "Stroop Effect"

#1	#2	#3
RED	GREEN	YELLOW
BLUE	GREEN	BROWN
RED	YELLOW	BLUE
BROWN	BROWN	BLUE

CONTACT INFORMATION

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The background of the image is a complex, isometric technical drawing or blueprint. It features a grid of lines and various geometric shapes, including rectangles, circles, and lines representing mechanical components or a structural layout. The drawing is rendered in a light blue color against a dark blue background. The overall style is technical and precise.

PLEASE REMEMBER TO FILL OUT YOUR BREAKOUT
SURVEY ON THE APP

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