



Implicit Bias

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Objectives



- ❑ Distinguish between equality and equity
- ❑ Recognize how bias relates to equity
- ❑ Differentiate the different levels of bias
- ❑ Identify how bias affects workplace environment and engagement

Defining Equity

Equity is **just** and **fair** inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential.

Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

www.policylink.org

Bias

- ❑ An inclination of temperament or outlook
- ❑ A personal and sometimes unreasoned judgment
- ❑ Preference or prejudice
- ❑ A tendency to believe that some things, people, ideas, etc., are better than others
- ❑ Can result in treating some people unfairly

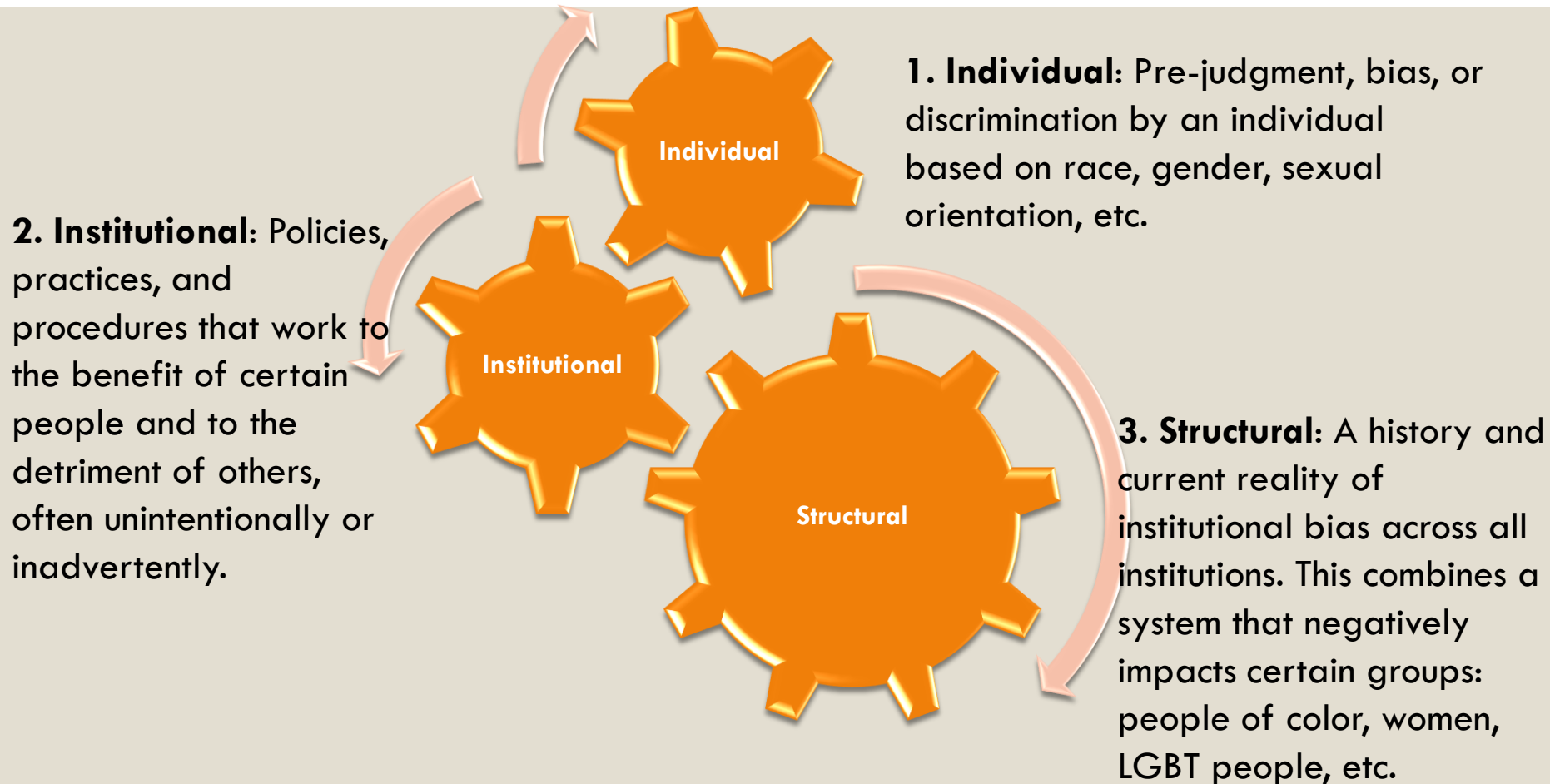
Explicit v. Implicit

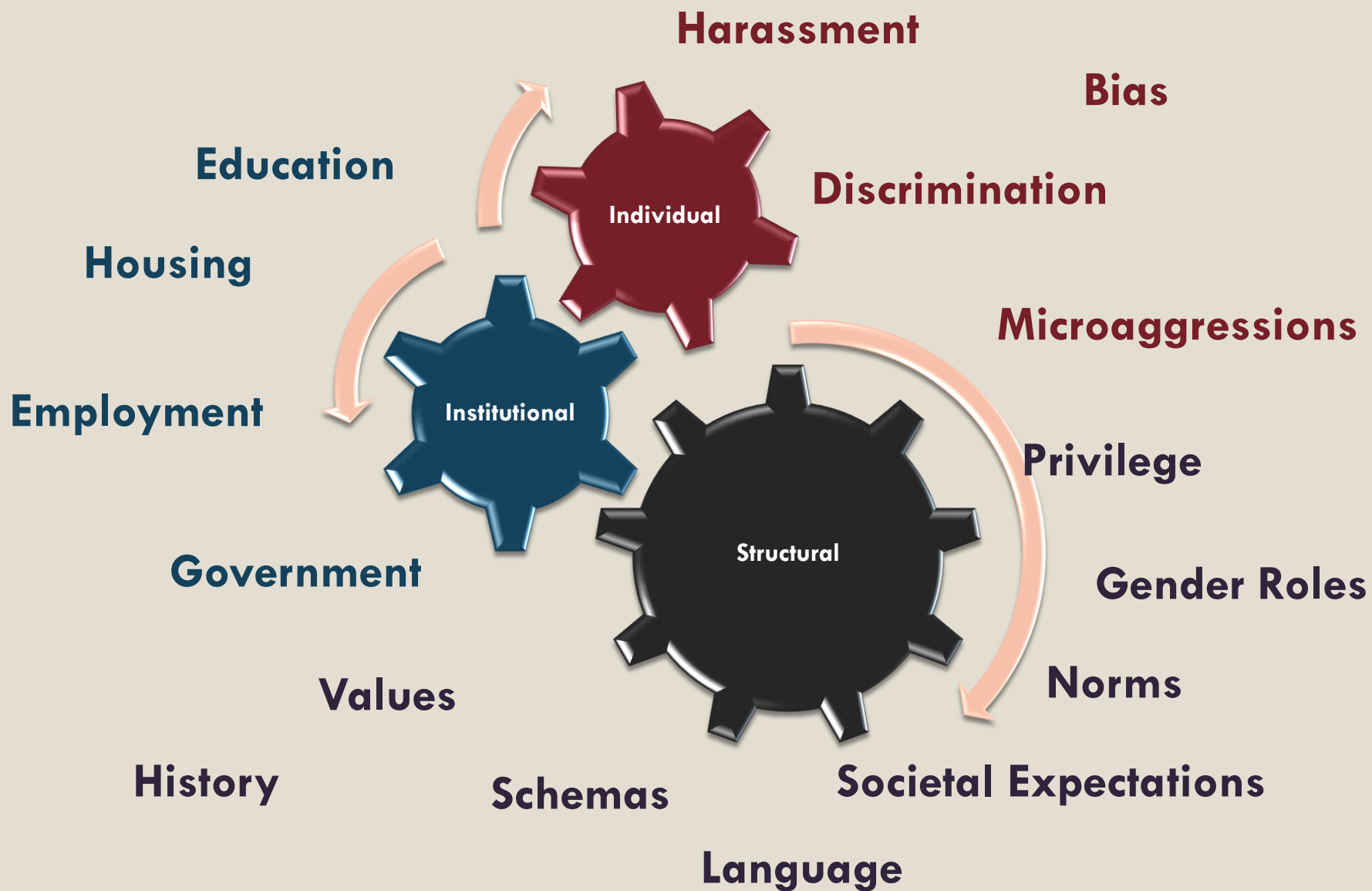
- Explicit Bias: attitudes or beliefs that one endorses at a conscious level
- Implicit Bias: is the bias in judgment and/or behavior that results from subtle cognitive processes or at an unconscious level
- 2-5% of emotional cognition is conscious

Explicit v. Implicit

- Unconscious level: 11 million bytes (pieces) of information per second
- Conscious level: 40 bytes per second
- Messages can be framed to speak to our unconscious

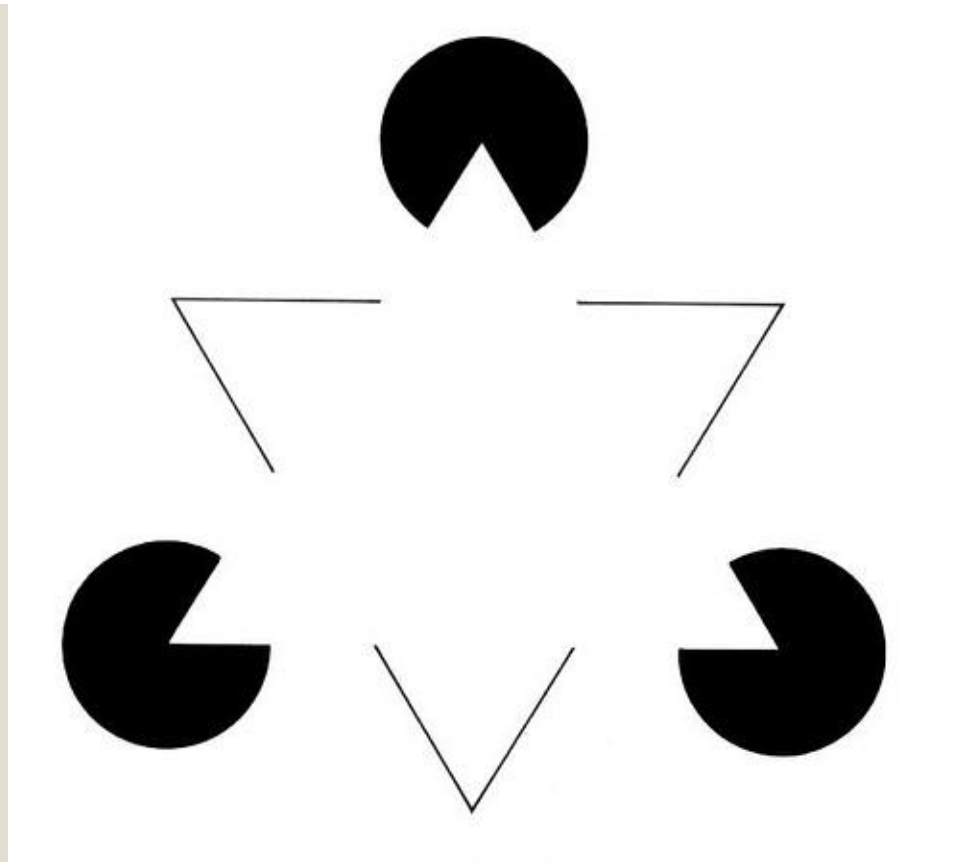
3 Layers of Bias



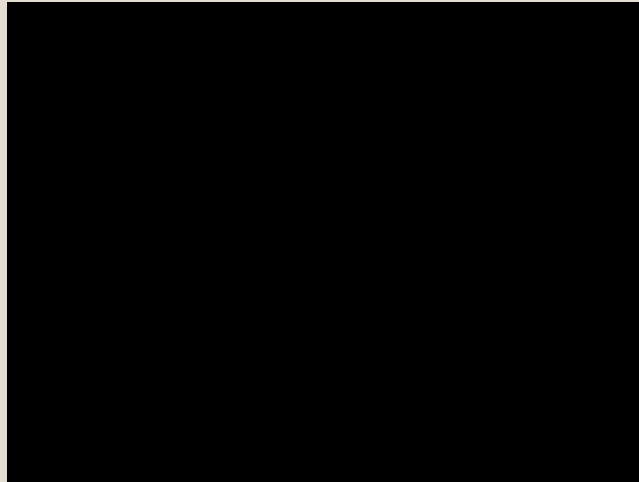


Adapted from City of Seattle Race and Social Justice Initiative

The Kanizsa Triangle



Our Brain

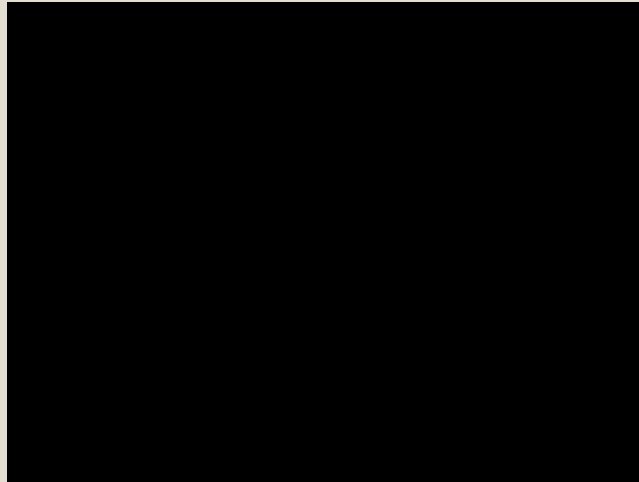


The Monkey Business Illusion Dr. Daniel Simons
http://www.youtube.com/watch?v=IGQmdoK_ZfY

Schemas

- Think of a number between 1 and 10
- Multiply this number by 9
- Add the two digits together
- Subtract 5
- Associate your number with a letter from the alphabet (A=1, B=2, etc.)
- Think of a country beginning with that letter.
- Take the last letter of that country, and think of an animal that begins with that letter. (e.g. England = Dog)
- Take the last letter of that animal, and think of a color that begins with that letter. (e.g. Dog = green)

Microaggressions



Microaggressions in Everyday Life

<http://www.youtube.com/watch?v=BJL2P0JsAS4>

Microaggressions



<https://www.youtube.com/watch?v=DWynJkN5HbQ>

Intention vs. Perception

- Intention = Someone's motivation for performing a behavior.
- Perception = Other's interpretation of that behavior.
- Victim's perception matters more than intention of accused

Colorblindness

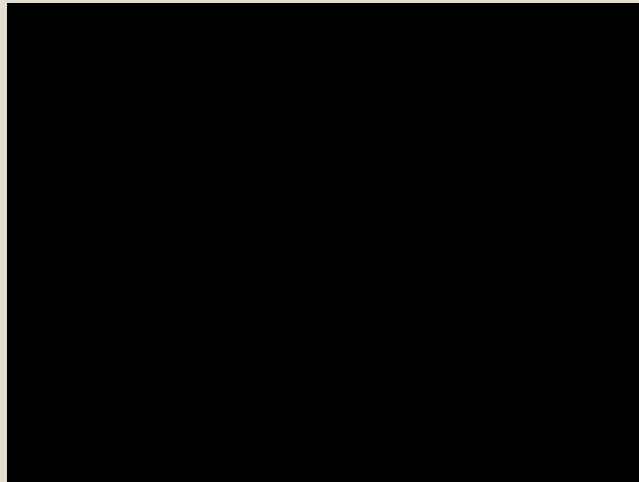
- Overcoming prejudice by ignoring race

- Forbes Magazine:

- [The Case Against Racial Colorblindness in the Workplace](#)

“Experimental research by Harvard Business School’s Michael I. Norton and colleagues shows that trying to overcome prejudice by ignoring race is an ineffective strategy that—in many cases—only serves to perpetuate racial bias.”

How does this impact us?



Cracking the Codes:

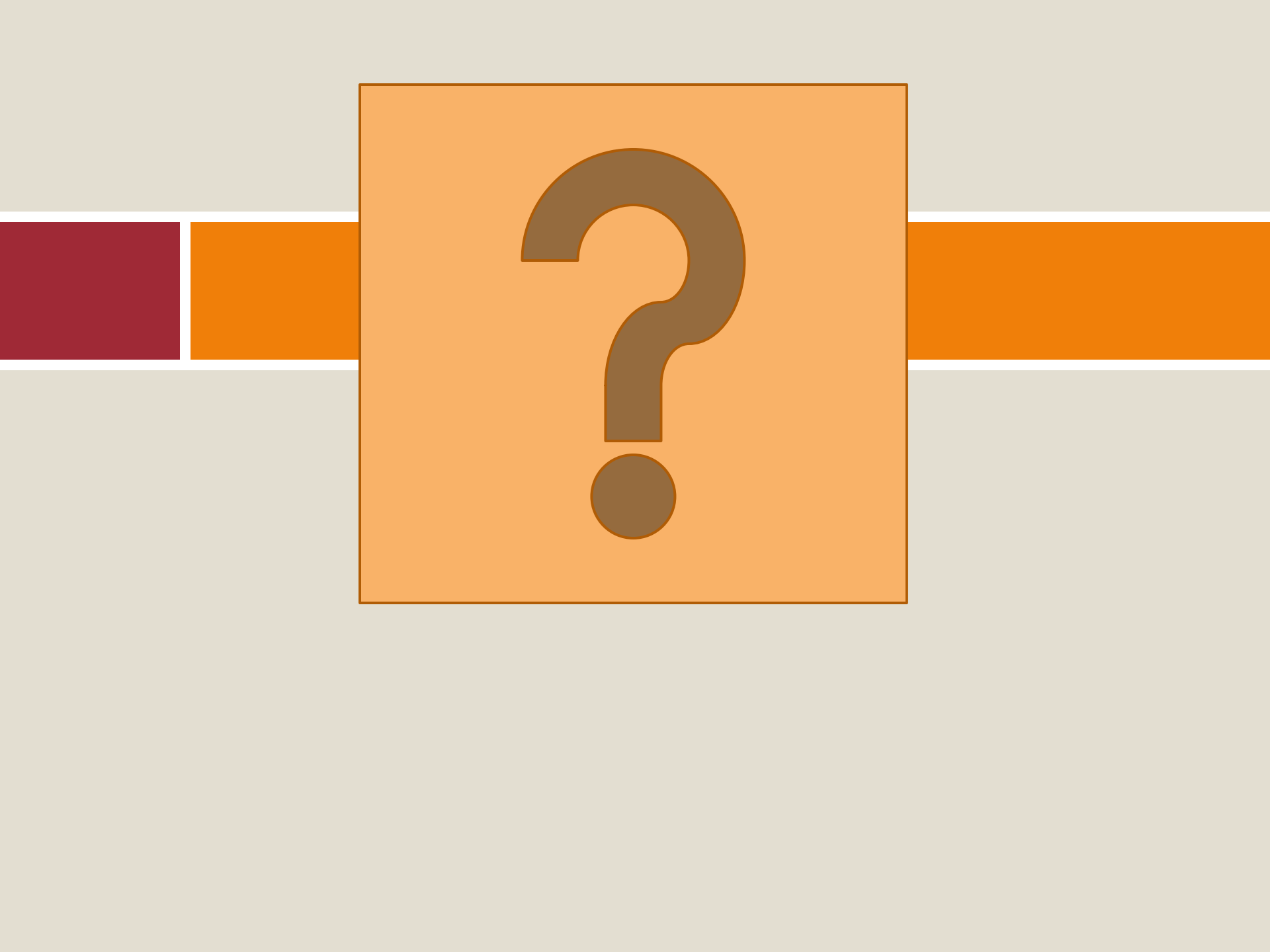
<https://www.youtube.com/watch?v=Wf9QBnPK6Yg>

Questions:

- How does what you learned today impact your work?
- What might you need to change personally? What are **two** new things you will do?
- What changes may be important to talk about **institutionally**? How can your organization counter implicit bias?

What can I do?

1. Value and support equity.
2. Learn more about your implicit bias and privilege.
3. Slow down.
4. Increase non-stereotypical contact with cultures different from your own.
5. Don't be defensive! Be open to discuss.





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