

Racial Implicit Bias

Healing Trauma, Healthy Communities
2018

YWCA Southeast Wisconsin

Mission

- Eliminating racism
- Empowering women

Vision

- Fueling women's aspirations and opening pathways to racial justice

Objectives

- Understanding bias as it relates to racism
- Discuss examples
- Better understand racism from an interpersonal to a structural level
- Recognize the connection between bias and trauma



Icebreaker Introductions



- Name
- Share something that was **magical** for you or you could notice magic in the situation.

Racism

- **Racism** – race-based **prejudice** + skin-color **privilege** + **power** to discriminate or oppress



Racism & Implicit Bias



- **History** of racist policies and practices.
- Sets the stage for a **race narrative**, which impacts our thinking and beliefs or our implicit biases.
- Our belief systems are “**imprinted**” with race at the center – even when we don’t notice – and make it difficult to change.
- Our racism and implicit bias needs to be **rooted out** by our awareness and actions.

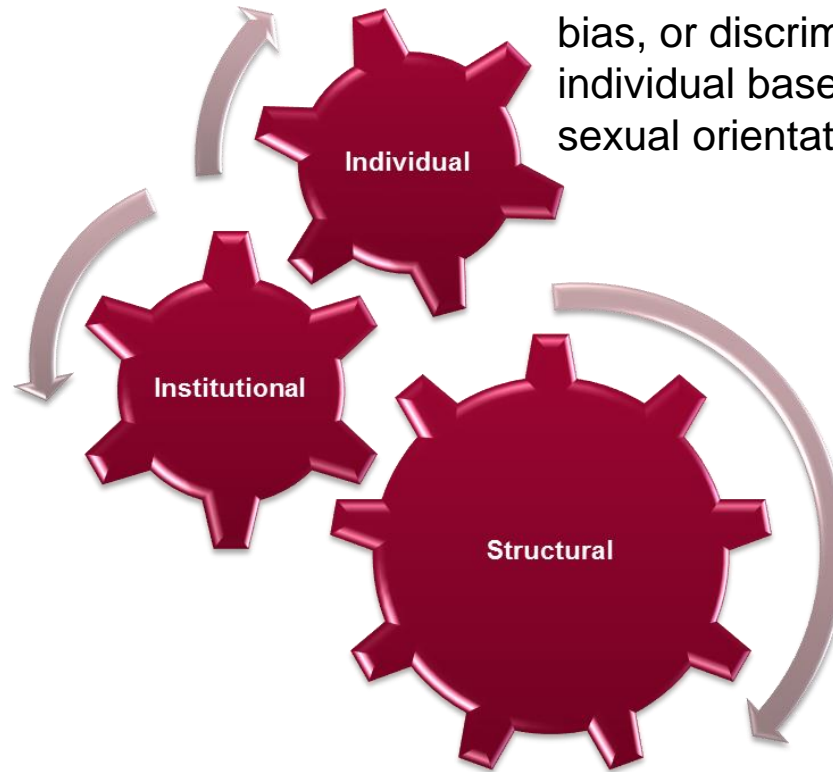
Implicit Bias Defined



- An **implicit bias** is a positive or negative mental attitude towards a person, thing, or group that a person holds at an **unconscious** level.
- In contrast, an **explicit bias** is an attitude that somebody is **consciously** aware of having.
- Research has found that our implicit and explicit biases often diverge.
- We are hard-wired to categorize people in groups, soft-wired for meaning associated.

Layers of Bias

2. Institutional Bias : Policies, practices, and procedures that work to the benefit of certain people and to the detriment of others, often unintentionally or inadvertently.



1. Individual Bias: Pre-judgment, bias, or discrimination by an individual based on race, gender, sexual orientation, etc.

3. Structural Bias: A history and current reality of institutional bias across all institutions. This combines a system that negatively impacts people.

Personal Example

- I'm **not fearful** of people of color. (explicit)
- Every time I drive through the city, I make sure to **lock** my windows and doors. (implicit)



Criminal Justice Example

Law enforcement

- I'm **colorblind** when it comes to traffic stops. (explicit)
- [A Stanford study](#) found that Black and Latino drivers are searched based on less evidence and more likely to be arrested. (implicit)
- [A ProPublica investigation](#) found that young black men are shot dead by police at 21 times the rate of young white men. (implicit)

Medical Example

Physician

- I take an **oath** to do no harm (explicit).
- Yet, when my patient is in pain, I'll give stronger **narcotics** to white people over people of color. (implicit)
- A study in the [Journal of Trauma and Acute Care Surgery](#) found, despite 79% of surgeons stating they had no racial bias, 74% showed an implicit preference for white people. (implicit)

Education Example

Teacher

- I love children. All children can **learn**.
(explicit)
- I do not have high **expectations** that my children of color can learn or succeed in the classroom. (implicit)



Listening Pairs



Take turns listening with attention.

Suspend judgment and the desire to comment, give advice, or critique.

Listen with a pleasant look on your face.

Equal time for you to talk & to listen.

Listening Pairs

Pick who will be “A” and “B”
2 minutes each.
The timer will go off.
Switch roles.



Question is:

- Where have you noticed your bias?

Processing Listening

- How was it to be the **listener**?



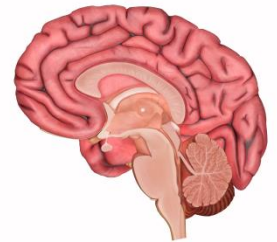
- How was it to be the **speaker**?



- Any **insights** you want to share?

Scientific Explanation of Bias

- Brain makes **decisions** in different ways
 - Reflective vs. impulsive, systematic vs. heuristic
- Your **understanding** of the world is not impartial
 - Ideas are reinforced by things like confirmation bias, framing, stereotype threat, and social influence
 - People of color can internalize these biases



Connection to Trauma

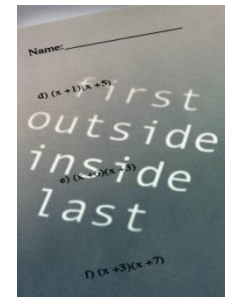
- **Racism** IS Trauma



- Trauma can impact the **abilities** of front-line workers, such as social workers, police officers, and teachers, to check their biases
- Bias can cause a lack of **recognition** of the role of trauma for behaviors that may seem destructive or illogical

Learn more!

- The Implicit Association Test (IAT) assesses your **conscious** and **unconscious** preferences for a variety of topics.
- The IAT is designed to detect the strength of your **automatic** association between mental representations of objects.
- [IAT link.](#)





Addressing Bias



Learn to acknowledge our bias to “de-bias”

- **Share** our implicit biases
- Raise awareness, **educate** about implicit bias
- Learn from each other’s **perspectives** or take another’s perspective to see multiple viewpoints
- **Unlearn** bias, replace with new association
- Critique **internal metrics**, like on client success, hiring, retention and promotion

Discussion

- How does all of this information **impact** your line of work?
- What can you do in your profession to **minimize** the impact of bias?
- What ways do you see bias interfering with **best practices** on trauma?



Closing



- Share one thing you've **learned** or **appreciated** that you will take away and apply in your life.

Closing



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