

Implicit Biases



Introduction (1 of 3)

Implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgements, decisions, and behaviors.

Introduction (2 of 3)

How does it work?

In situations when we expect to find errors, problems or over/under-achievers, we tend to find them easily. In contrast, when we are not expecting errors, problems or over/under-achievers, we see fewer and do not expect them to arise.

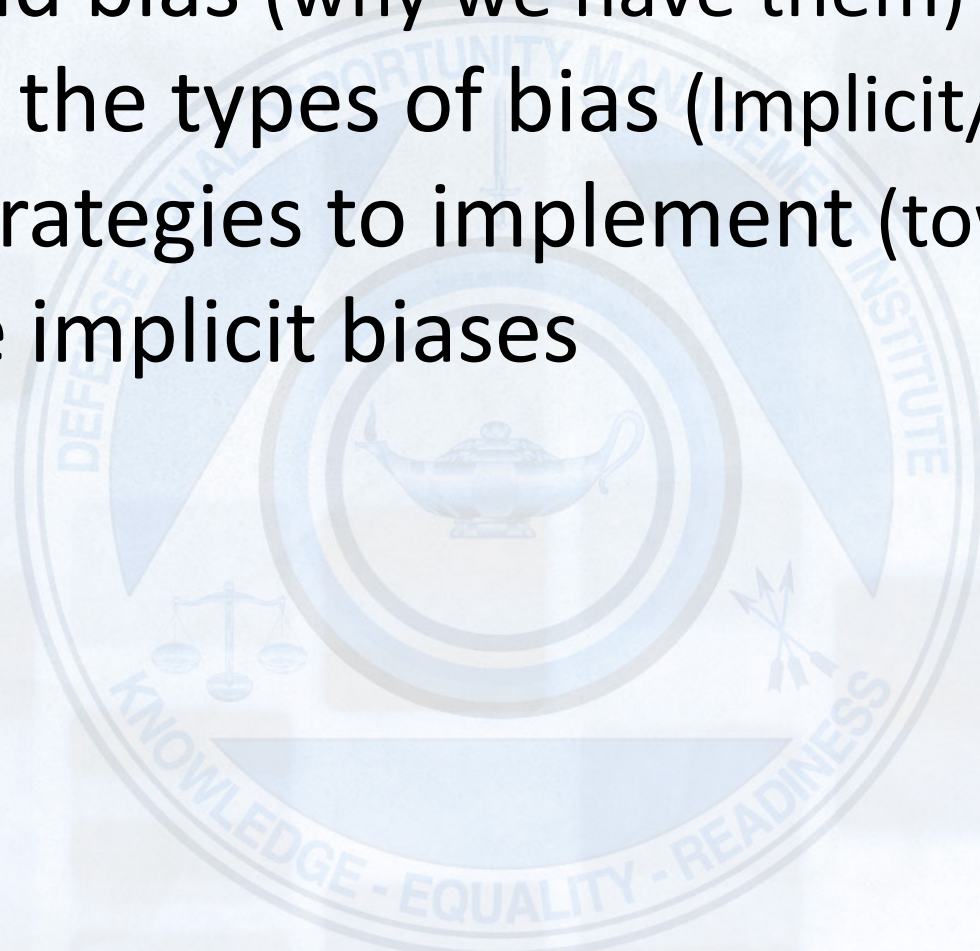
Lets look at some examples.

Introduction (3 of 3)

Examples	Bias
Living Quarters inspection	Inspector will find errors
Mechanic performing vehicle services/inspections	Expected to identify extra problems
Physically fit individual	Expected to perform all duties flawlessly
Stereotypical last names (eg. Smith, Rodriguez, Chang, O'Brien)	Perceived to be educated, a partier, a leader/follower
You enter a room where no one looks like you (e.g. clothing, age, gender)	Perceived to be an outcast, over/under performer

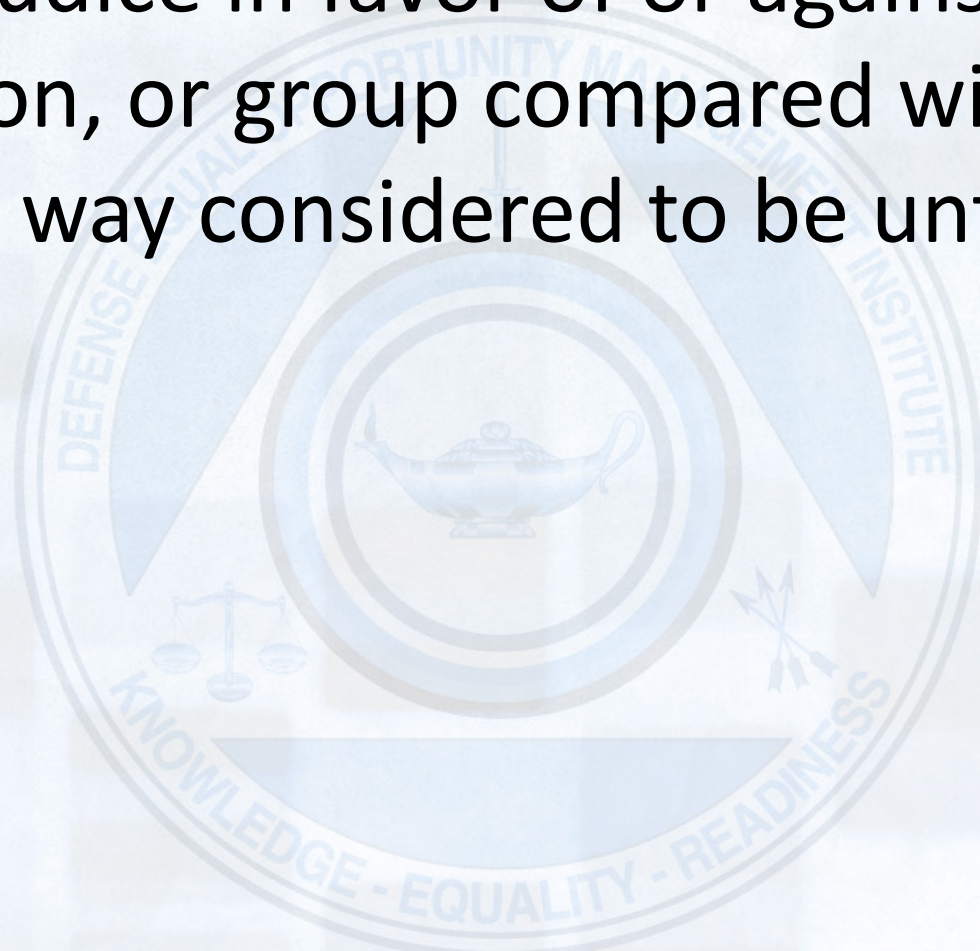
Overview

- Understand bias (why we have them)
- Recognize the types of bias (Implicit/Explicit)
- Identify strategies to implement (toward others) to remove implicit biases



Bias (1 of 2)

Bias: a prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.



Bias (2 of 2)

Why we have biases: Humans need to process an abundance of information quickly in order to make quick decisions; to process information more efficiently, the brain uses shortcuts to find connections between bits of information received.

The following example demonstrates data that may be received instantly.

Types of Bias (1 of 4)

- **Implicit:** are unintentional subliminal beliefs or attitudes that affect our understanding, actions and decisions in an unconscious manner
- **Explicit:** reflects the attitudes or beliefs that one endorses at a conscious level

Types of Bias (2 of 4)

Example: Imagining you enter a room/building and look around:

Who: Who do you see? Do you recognize anyone? Do you have biases for/against someone in the room? (age, weight, abilities)

What: What are others wearing/dressed? What are they doing (talking, sitting, working)? What do they look like (doctor, lawyer, mechanic)?

Where: Where do you go? Do you feel you can talk to/stand next to someone?

Types of Bias (3 of 4)

Example: Imaging you enter a room/building and look around (cont.):

When: Do you communicate with someone? When you do, how do you talk to them (do you speak differently and what is that decision based on)?

Do: Do you feel safe?

How: How do the individuals appear (restless, angry, happy, safe, agitated)?

Types of Bias (4 of 4)

Example: Imaging you enter a room/building and look around (cont.)

Now, consider how long would it take for you to provide a conscious answer to each of the previous questions.

This is why our brains automatically process information, and categorize items when possible.

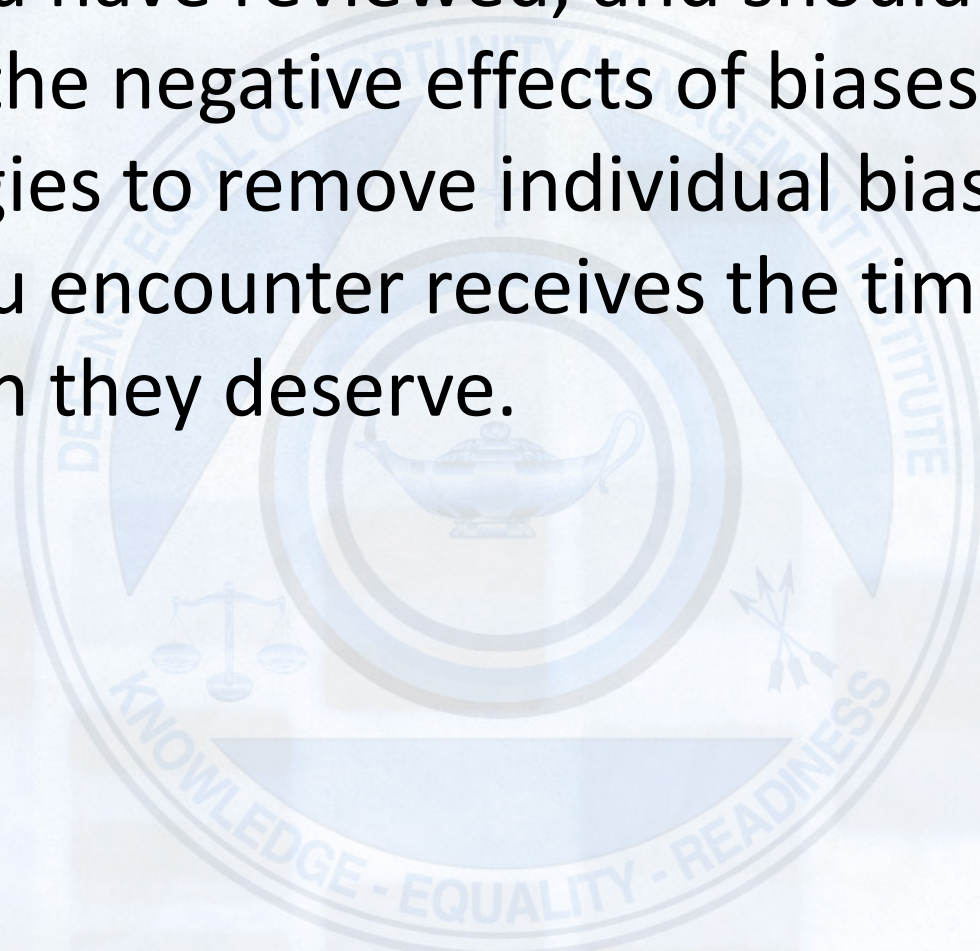
Negative Effects of Biases

Individual biases cause us to make decisions in our favor and for our own benefit; resulting in detriment of another individual, or group. Some negative effects in the workplace include:

- Not interviewing/selecting potential candidate(s)
- Priority given based on commonalities
- Polarization of organizations
- Restricted opportunities/output
- Limited growth of members (glass ceiling)

Strategies (1 of 2)

Now that you have reviewed, and should be able to understand the negative effects of biases, lets identify some strategies to remove individual biases to ensure everyone you encounter receives the time, neutrality, and attention they deserve.



Strategies (2 of 2)

Awareness: Be aware your body is on-guard with emotions and fear; you are likely to react strongly to negative stimuli in your environment;

Be mindful: Allow yourself time to stop and think before reacting to a given situation. When you face a negative event, ensure to take a deep breath and cool down before responding;

Challenge yourself to get out of your comfort zone. Listen to different genre of music, try/sample different types of food;

Discuss concerns from others and ask questions for awareness and understanding

Educate yourself (e.g. read books, take courses, attend public outings) from different perspectives; and

Finally, consider your known biases and strive to remove them.

Summary

Making a conscious effort to notice similarities and differences among others, you can help reduce or eliminate your implicit and explicit biases.

