

Reading Between the Lines

Understanding, Identifying & Addressing Implicit Bias

What is Implicit Bias and why does it matter?

TKMartin Consulting LLC will lead a discussion that helps bring clarity and understanding to what implicit bias is, how to identify it, and what to do when faced with it. Get ready to learn strategies to help better navigate and respond to how our unconscious associations impact the way we perceive and interact with others.



TKMartin Consulting LLC

TKMartin Consulting offers strategic thought leadership specializing in operational strategy, organizational change management, diversity-equity-inclusion training and performance coaching. With a focus on alignment between mission and operations, high-level projects, people management and performance evaluation, we help cultivate the infrastructure needed introduce, integrate and sustain successful and efficient operations.

#PlanExecuteSuccessRepeat

Tiffany K. Martin

My passion is to help people leaders and the organizations they serve, to become better and do better through strategic and intentional change.



Icebreaker – What Do You Know About Implicit Bias?

How familiar are you regarding the topic of implicit bias? Let's take a warm-up quiz to see what we do or don't already know.

Please scan the QR code below and anonymously take the quiz--you do not need to sign into a Google account. Once you've completed the quiz, please hit the "Submit" button and you will be given an option to see your score. We'll go over the group's results and see how we did as a group.



**It's
Quiz
Time**

What is Implicit Bias?

Bias consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another.

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



Characteristics of Implicit Bias

- Affects our understanding, actions, and decisions in an unconscious manner
- Includes both favorable and unfavorable assessments
- Leads to feelings and attitudes about other people based on characteristics
- Develops throughout the course of one's life as a result of both direct and indirect messages



The Impact of Implicit Bias

- Organizations may experience barriers to recruiting and retaining a diverse workforce
- Communication between individuals can become strained
- Individuals often feel disrespected or demeaned when they are the ones impacted by someone else's implicit bias
- Assumptions are made due to preconceived notions, thus impacting how we perceive and engage with others
- Organizational culture can become stagnant and thus insufficient for meeting the developmental and functional needs of staff



Common Types of Implicit Bias

- **The first step toward addressing implicit biases involves learning to recognize them.**

Everyone holds implicit beliefs about certain individuals and social groups, and these beliefs have a direct impact on our social and professional environments.

Learning how to identify and overcome our implicit beliefs is an important step toward overcoming prejudice and social and racial stereotypes.



Racial & Ethnic



Age



Gender



Ability

Types of Implicit Bias



Affinity Bias

The tendency to gravitate toward and give preferential treatment to people who are similar to ourselves

Appearance Bias

When a person is discriminated against on the basis of their physical attributes, such as body weight, height, the color of skin, facial marks, or even birthmarks or tattoos

Halo Effect

To put someone on a pedestal or think more highly of them after learning something impressive about them, or conversely, to perceive someone negatively after learning something unfavorable about them

Attribution Bias

This leads a person to explain other people's behavior based on their character instead of the situation they face. As a result, people tend to emphasize on person's activity rather than the societal reason behind that action

Types of Implicit Bias (cont.)



Conformity Bias

Common in group settings, this bias occurs when views are swayed or influenced by the views of others, ie. groupthink



Confirmation Bias

Seeking out or favoring information that confirms beliefs we already hold



Anchoring Bias

Relying too heavily on, or anchoring to, a past reference or one piece of information when making a decision



Contrast Bias

Evaluating the performance of one person in contrast to another because you experienced the individuals either simultaneously or in close succession

Occurrences Which Result From Implicit Bias

Microaggressions

Verbal, behavioral, or environmental slights that result from an individual's implicit bias; they are often automatic, unintentional and reoccurring. Microaggressions tend to exclude or negate a person's thoughts or feelings (***microinvalidation***) or represent subtle snubs that clearly convey a hidden insulting message to the recipient (***microinsults***).



Gaslighting

A form of manipulation in which someone is made to question their beliefs and perception of reality. Someone who's gaslighting might insist you said or did things you know you didn't do, deny or scoff at your recollection of events, call you "too sensitive" or "crazy" when you express your needs or concerns, express doubts to others about your feelings, behavior, and state of mind, twist or retell events to shift blame to you, insist they're right and refuse to consider facts or your perspective; this type of manipulation can wear down your self-esteem and self-confidence



While there are various types of implicit bias, there are also various manifestations which are the result of implicit bias

Implicit bias has become embedded in our culture. Our brains work in a way that makes associations and generalizations and although people may believe they do not have implicit biases, the reality is that everyone does. Despite this fact, just because someone has an implicit bias, it doesn't mean they are necessarily prejudiced or inclined to discriminate against other people.

Group Discussion – Scenarios

Can you think of a time when you have experienced, observed or expressed an implicit bias? Would you be able to identify a situation influenced by implicit bias?

We're going to break into groups and discuss the scenarios presented. The goal is to identify which type or occurrence of implicit bias applies to the scenario. When time is up, each group will have one group member explain what they chose and why.



Scenarios



Scenario #1

A young girl, boards an airplane and is introduced to the pilot. The pilot tells the young girl that she can become a stewardess when she grows up



Scenario #2

My supervisor went to the same college as my teammate and I've noticed that my teammate is the one always invited to client mixers and socials.

Scenarios (cont.)



Scenario #3

A Latino, female student athlete on the track team earned a 4.0 GPA. When the grade reports were given to the coaches, the Head Coach remarked, "I didn't know you were smart."



Scenario #4

During a social gathering, a staff member makes a comment in which he refers to an overweight colleague as "jolly" and "two tons of fun". The colleague, speaks up and states that the comment was inappropriate. The staff member responds by saying, "You're so sensitive...that shouldn't have hurt your feelings, you just don't know how to take a joke"

Scenarios (cont.)



Scenario #5

During debates, my friend tends to only agree with statements that support their viewpoint



Scenario #6

During board meetings, we all contribute multiple ways to implement our operational strategies, but by the end of the meeting, everyone agrees with the board president's suggestion

Scenarios (cont.)



Scenario #7

A kindergarten class was presented with two teachers: one looked like a pageant queen and the other wore plain clothes and no makeup; both teachers presented the same class materials in the same way. When the children were asked which teacher they liked better, they picked the first teacher, citing she was "nicer" than the other one.



Scenario #8

A staff member received some free registrations to participate in a local 5K event. He asked everyone in the office if they wanted to go except our colleague who is in a wheelchair.

Scenarios (cont.)



Scenario #9

A member of the board frequently leaves the monthly meetings early, so the consensus is that they don't care as much about the organization.



Scenario #10

My manager always acts upon a colleague's recommendations ever since they learned my colleague received an association award.

Next Steps...

Now that we've discussed the types of implicit bias and reviewed various scenarios, let's discuss how to address it.



WHAT'S
NEXT?

Steps For Addressing Implicit Bias

Identify and Evaluate Your Own Biases

Reflect on your biases and be proactive in identifying the negative stereotypes you have about others

Be Proactive in Being More Inclusive

Practice intentional inclusion by engaging with and soliciting people from different backgrounds; make it a point to be mindful about your environments

Spend Time with People Who Are Different from You

By increasing your contact with different groups and keeping an open mind, you can help undermine your subconscious stereotypes. Focus on seeing people as individuals, not representatives of a collective

Practice Fairness

With respect to the workplace, embrace and support diversity and work to improve planning and resources which will foster a more equitable space

Change Your Perspective

Although implicit biases are unintentional, practice empathy and reflect upon how you would feel if someone stereotyped you or made a negative assumption about you without knowing you

Establish Supportive Practices and Policies

For organizations, establish policies and operational practices which work to overcome implicit bias in its most common forms

Reframe the Narrative

Reframe the narrative by embracing differences as assets and strengths

Training & Education

Seek out professional development training opportunities that focus on diversity, equity, and inclusion



Elements of an Inclusive Environment

You must cultivate a S.H.A.R.C environment if you want to cultivate and maintain diversity and inclusivity



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Questions?





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It's been a pleasure presenting to you today!
Please don't hesitate to reach out to me if you
have questions or if I can assist you in any way.



THANK YOU!