

● Welcome to Understanding Implicit Bias

While we are preparing to begin, please...

- ◆ Introduce yourself in chat. Tell us...
- ❖ Your current city& state
- ❖ The weather outside your window
- ❖ Your role
- ❖ Any burning questions you have about today's topic. Please add them in the Q&A section of your webinar dashboard.



Implicit Bias

Jenine S. Jenkins



Hello!

Jenine S. Jenkins

Facilitator

Learning Objectives

- ◆ Define unconscious (or implicit) bias
- ◆ Identify biases in the workplace
- ◆ Discuss impacts of unconscious bias and why it can be difficult to identify
- ◆ Explore evidence-based strategies to recognize, minimize and/or eliminate unconscious bias

During today's webinar

1. Actively participate.
2. Close other applications (including email).
3. Get ready to be engaged in the today's topic.
4. To protect confidentiality, all questions asked via chat come to me only.

● In your chat box...



In a word or phrase, what comes to mind when you think of the term implicit bias?

What Is bias?

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





Explicit Bias

- ◆ Attitudes and beliefs we have about a person or group on a conscious level
- ◆ Group boundaries that distinguishes oneself from others



Implicit Bias

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner

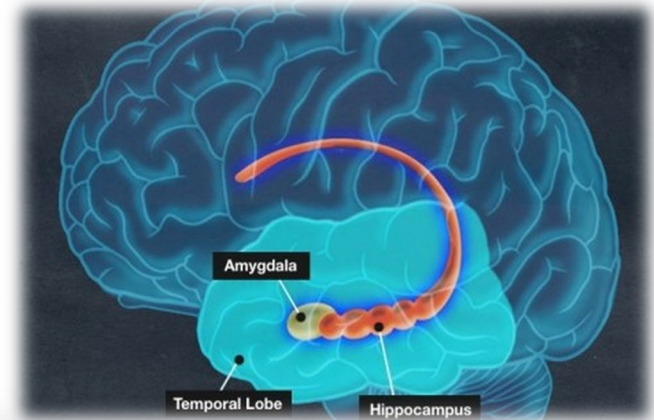
What is implicit bias?

- ◆ Activated involuntarily, without awareness or intentional control
- ◆ Can be either positive or negative
- ◆ Media and news often origins of implicit association



What the research says...

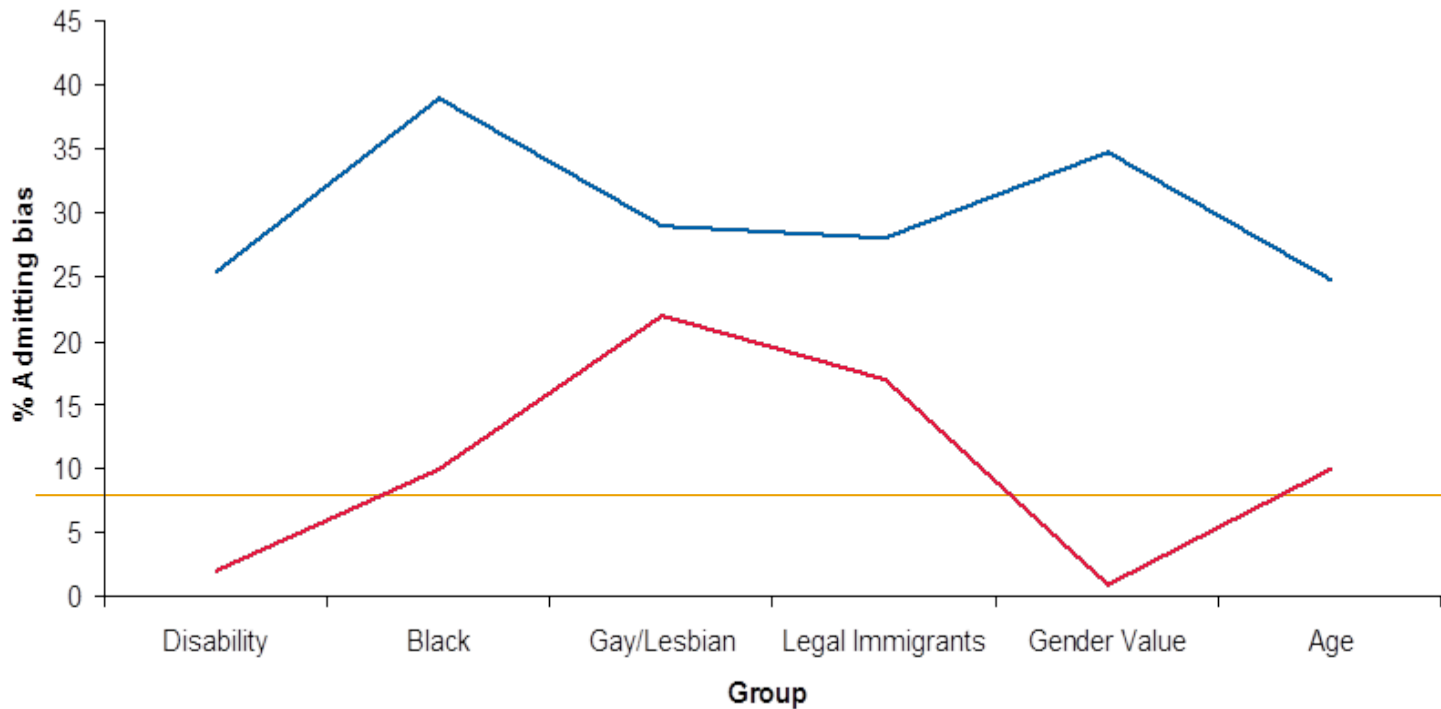
- ◆ Originates from specific places in the brain
- ◆ Biologically hard-wired to prefer people who share our interests.
- ◆ Processes bypass rational and logical thinking, enabling us to sort through billions of stimuli on a daily basis.





Characteristics of Implicit Bias

- ◆ Operates at the subconscious level
- ◆ Pervasive
- ◆ Distinct mental constructs
- ◆ Do not necessarily align with declared beliefs
- ◆ Favor our ingroup
- ◆ Malleable



— Explicit — Implicit

Pervasiveness of Implicit Bias

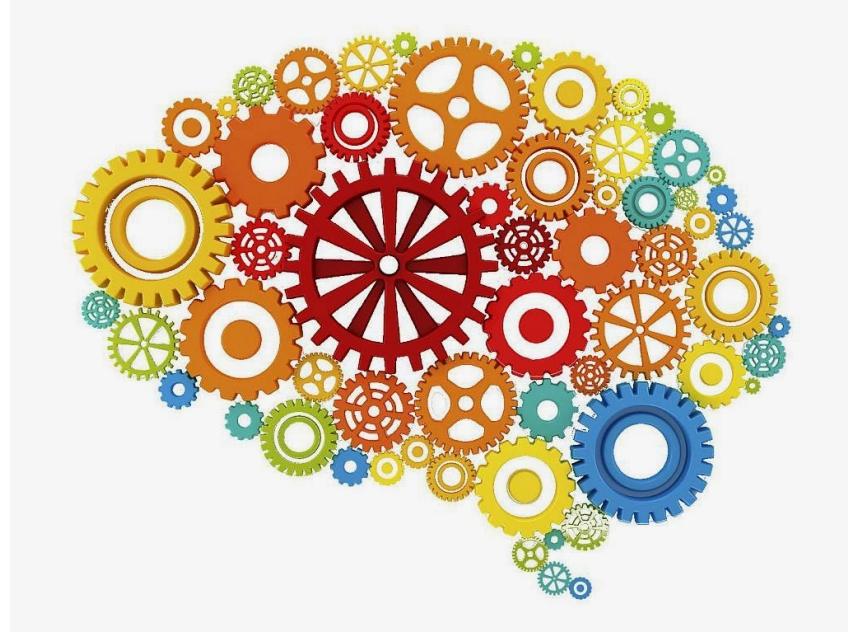
- ◆ Recruitment
- ◆ Hiring decisions and selection
- ◆ Conducting orientation
- ◆ Job assignments
- ◆ Promotions
- ◆ Stretch assignments
- ◆ Training opportunities
- ◆ Listening to others and valuing divergent views and opinions
- ◆ Customer service
- ◆ Performance evaluation and reviews

Circle of Trust



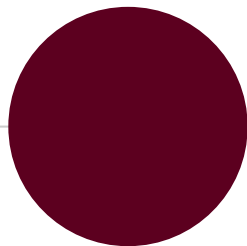
Bias in the Workplace

1. Affinity Bias
2. Gender Bias
3. Halo Effect
4. Perception Bias
5. Confirmation Bias
6. Horn Effect



Strategies for addressing Implicit Bias

- ◆ Learn more about your bias
- ◆ Limit exposure to stereotypes
- ◆ Seek counter-stereotypical images, stories, people, experiences
- ◆ Seek out regular feedback
- ◆ Engagement survey



What can you do to immediately get started?



Resources

- ◆ Implicit Association Test

<https://implicit.harvard.edu/implicit/selectatest.html>

- ◆ 7 – Day Bias Cleanse

<http://www.lookdifferent.org/what-can-i-do/bias-cleanse>



Thanks!

Any Questions?

Please contact us by email

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