

IHCDA Development Day

Implicit Bias



**QUESTION
EVERYTHING**

TED^xSouthBank

x = independently organized TED event



“Am I a racist? Yesterday when I stopped to get my blood drawn, a black man walked in. I just assumed he was the Lab Tech. Only later did it become evident he’s a physician...Why did I so quickly assume he must be the Lab Tech? If he had been a white guy, I probably would have guessed he was a doctor.”



Implicit Bias

Defined by the Kirwan Institute as **attitudes or stereotypes that are activated unconsciously and involuntarily**. They are not the same as biases that a person might try to hide because they're unpopular or socially incorrect. Social scientists believe that implicit biases are learned as young as age 3, and may be fueled by stereotypes perpetuated in the media, or beliefs passed along by parents, peers, and other community members.



The Real Question

~~Am I biased?~~

What are my biases?



“If you have a brain, you have biases.”



The Human Brain

... the human brain takes in 11 million bits of information every minute. But it is consciously aware of only 40.



Unconscious biases run the gamut of experience

- A person might feel a flicker of disappointment that his or her pilot is a woman
- Assume that the Asian waiter at a sushi restaurant won't speak fluent English
- Bristle when walking down a street at night and seeing a group of black teenage boys approaching
- See a homeless person asking for money and think: "Get a job."



"How can I address my biases if I don't know that I have them?"



Fixed Mindset to Open Mindset

A fixed mindset says: 'I am not racist or sexist.'

A growth mindset, which is open to change, says: 'I know there is always room to grow in this area.'"



Implicit Association Test (IAT)



What Do My Responses Mean?

- They may **expose potential biases** that you have towards certain groups
- They **increase your awareness** and enable you to be **more conscious** when interacting with individuals within this group
- They help you **hold yourself and others accountable for patterns of thinking** that may negatively impact others.







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