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If you are interested in Dr. Marks and the NTIRE team providing implicit bias training for your agency, please send an email to bryant.marks@ntire.training.

NTIRE

The National Training Institute on Race and Equity



*The Hidden Biases of Good
People: Implications for
K-12 Personnel and the
Communities They Serve*

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The National Training Institute on Race and Equity

Our Work

The National Training Institute on Race & Equity (NTIRE) is a social entrepreneurial entity that assists individuals and organizations with understanding, identifying and managing the content, skills, and behavior needed to create diverse social and professional communities that are inclusive and equitable. Built on a unique combination of social and cognitive science, the tenets of Martin Luther King Jr.'s version of the Beloved Community, and engaging and interactive training, NTIRE uses non-judgmental, yet evidence-based approaches to shed light on difficult and sensitive topics to enhance interpersonal and intergroup relations.

Our Clients (select subset)

- USC Dept of Public Safety and Student Affairs
- McDonough School of Business - Georgetown University
- Stern School of Business - New York University
- American Express
- Syracuse Law School
- California State University System
- The White House (Obama Admin)
- U.S. Department of Justice
- U.S. Department of Education
- New York City Department of Education
- Los Angeles County (over 20 departments)
- Los Angeles Police Department and Sheriff's Department
- Bloomberg Associates
- Southern California Grantmakers
- Getty Museum



CA NTIRE
Partners



LOS ANGELES COUNTY
DEPARTMENT OF
MENTAL HEALTH
hope. recovery. wellbeing.



The California
State University



UC DAVIS



LOS ANGELES AREA
CHAMBER OF COMMERCE

Continuing and
Professional Education

THE J. PAUL
GETTY
MUSEUM

SOUTHERN CALIFORNIA
GRANTMAKERS

LUCAS MUSEUM



- A matter of perspective...

- (optical illusion: face looking ahead and to the side simultaneously)

Implicit Bias: Questions of the Day

1. What is implicit bias?
2. What does implicit bias look like in the real world?
3. How does implicit bias affect the target of bias?
4. Why does implicit bias exist?
5. How is implicit bias measured?
6. How can implicit bias be managed / reduced?

A 3D white figure is shown in a thinking pose, with its hand on its chin. To the left of the figure is a large, stylized red question mark. The background is a light, neutral color.

Who/what is better?

Beyonce or Alicia Keys

The Accident

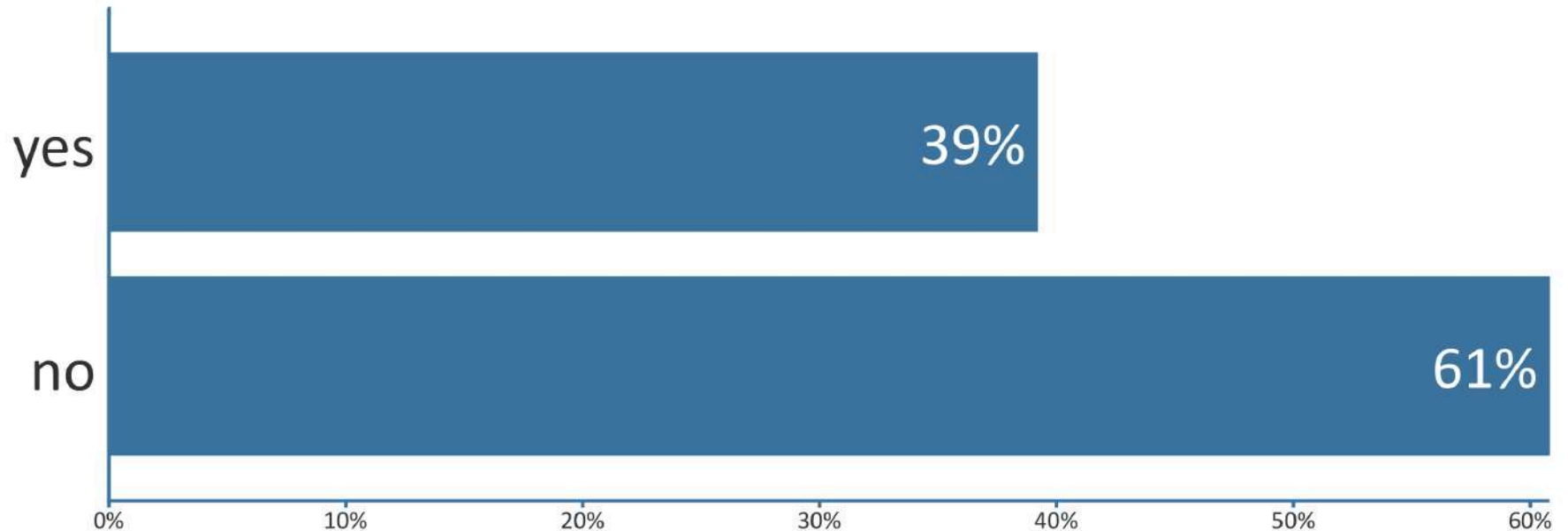
We all have biases...

...but the impact of our biases on others depends on the roles we play in society

Please take out your cellphones

 Poll locked. Responses not accepted.

Have you participated in implicit bias training in the past two years that lasted one hour or longer?



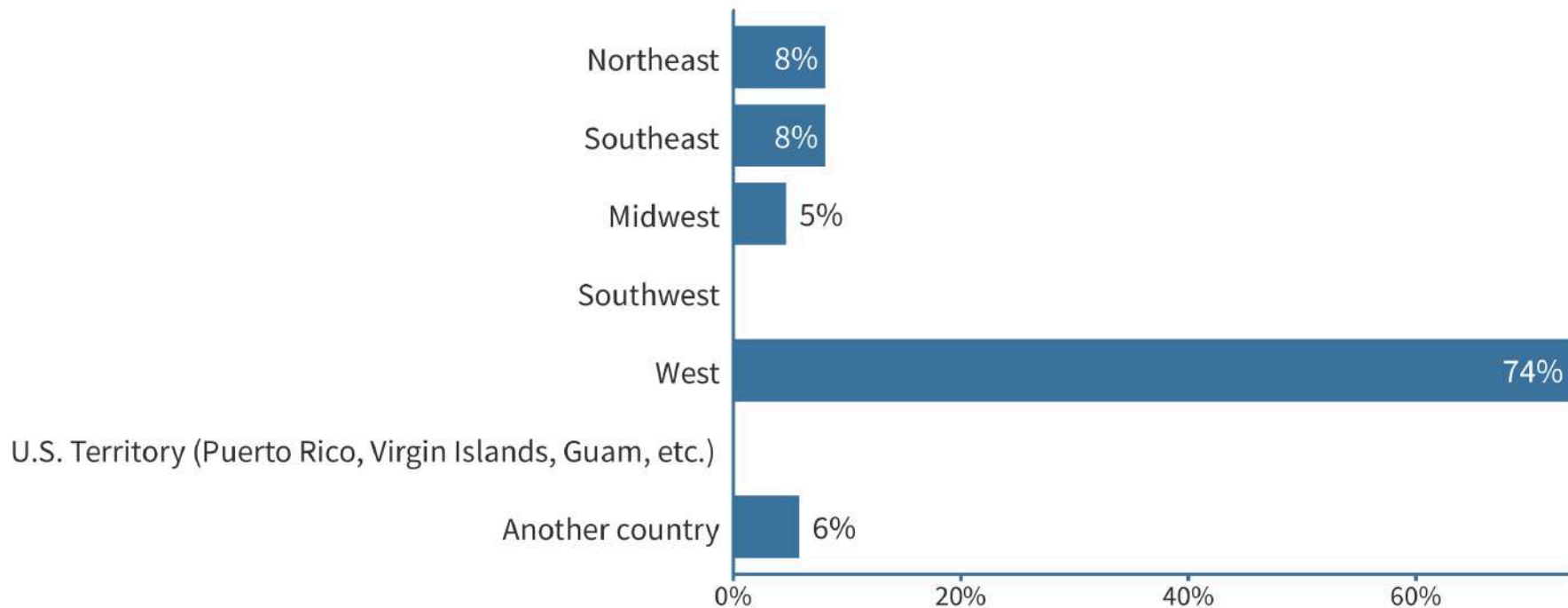
Total Results: 74



Respond at Pollev.com/inclusion

Text **INCLUSION** to **37607** once to join, then **A, B, C, D, E...**

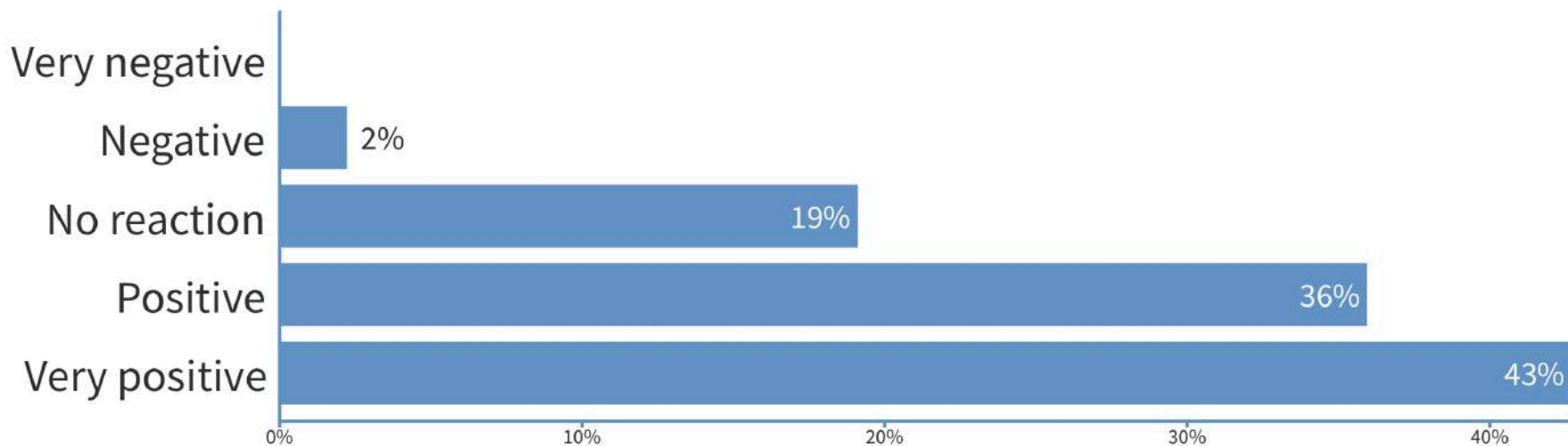
For the most part, I grew up in... (birth to 18yrs old)



Total Results: 87

 **Poll locked.** Responses not accepted.

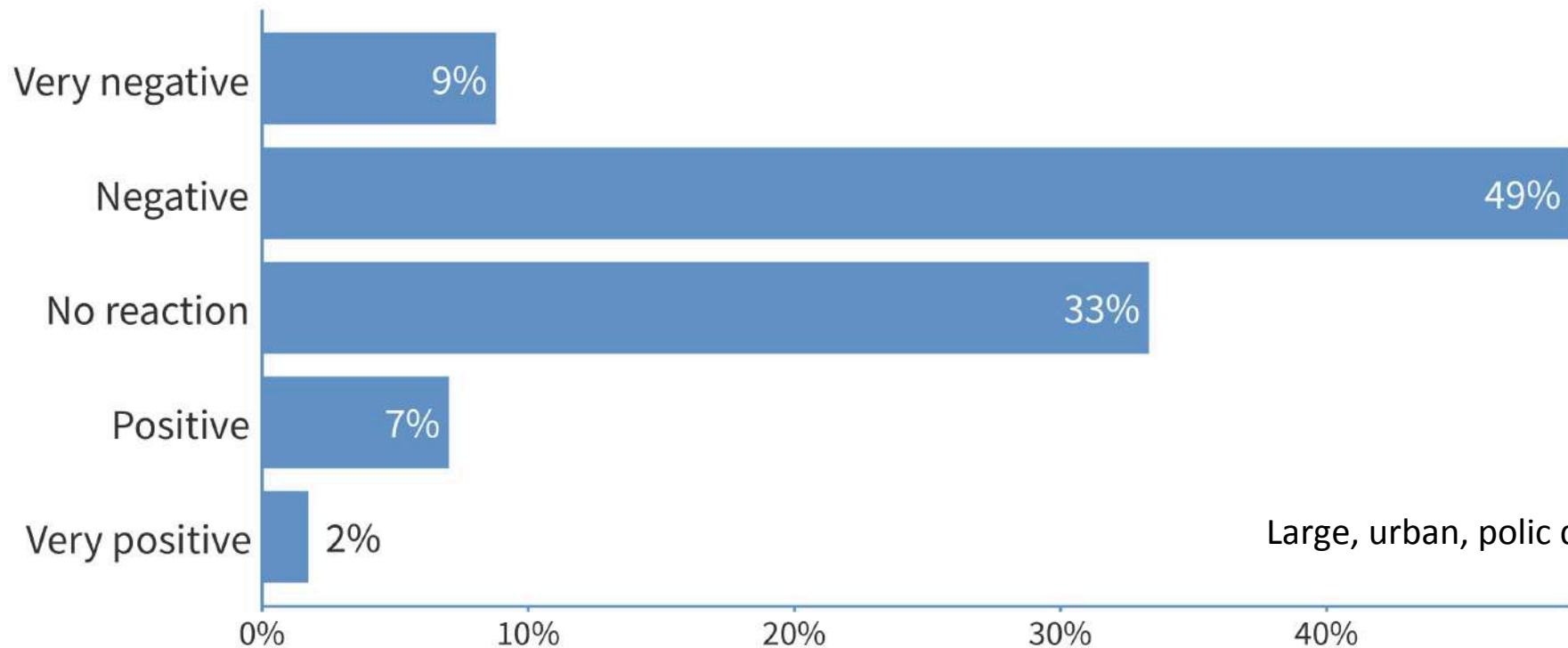
Honestly, what was your initial gut reaction toward me when I mentioned that I worked with the Obama Administration?



Total Results: 89

Honestly, what was your initial gut reaction toward me when I mentioned that I worked with the Obama Administration?

 **Poll locked.** Responses not accepted.



Large, urban, polic dept.

1. What is
implicit
bias?

Stereotypes

Stereotypes: a generalization about a group in which identical characteristics are assigned to all members of the group, regardless of actual variation among the members (e.g., gender, elderly, professors)

- Stereotypes: Beliefs that associate groups with traits
 - New York City People = Rude

Implicit Bias Defined

- **Implicit Bias**: mental associations of certain groups with specific traits (e.g. stereotypes) below conscious awareness, which are often followed by subconscious prejudice (dis/liking) and/or discrimination (behavior) in a manner that typically benefits oneself or one's group and/or disadvantages out-groups; tends to involve a limited or inaccurate perception of others

Implicit Bias Findings

- We all have biases, but the impact of our biases on others depends on the roles we play in society
- Implicit bias is more prevalent than explicit bias because our minds are cognitive machines that encode and store many associations between groups and traits that we have not consciously processed
 - numbers, shapes, colors
 - In the U.S.: race, gender and age
- Implicit bias is a stronger predictor of day to day behavior than explicit bias because much of our behavior/thoughts are automatic
- The potential impact of implicit bias on behavior can be overridden by conscious effort

What does implicit bias look like in the real world?

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All things being equal yet unequal...

- Taller employees receive higher wages than their shorter counterparts (Schick & Steckel, 2015)
- Qualifications being equal (credit score, financial history, income, etc.), Blacks and Hispanics were less likely to be approved for **mortgages**, and paid higher interest rates on when they were (U.S. Housing and Urban Development report, 2000)

All things being equal yet unequal...

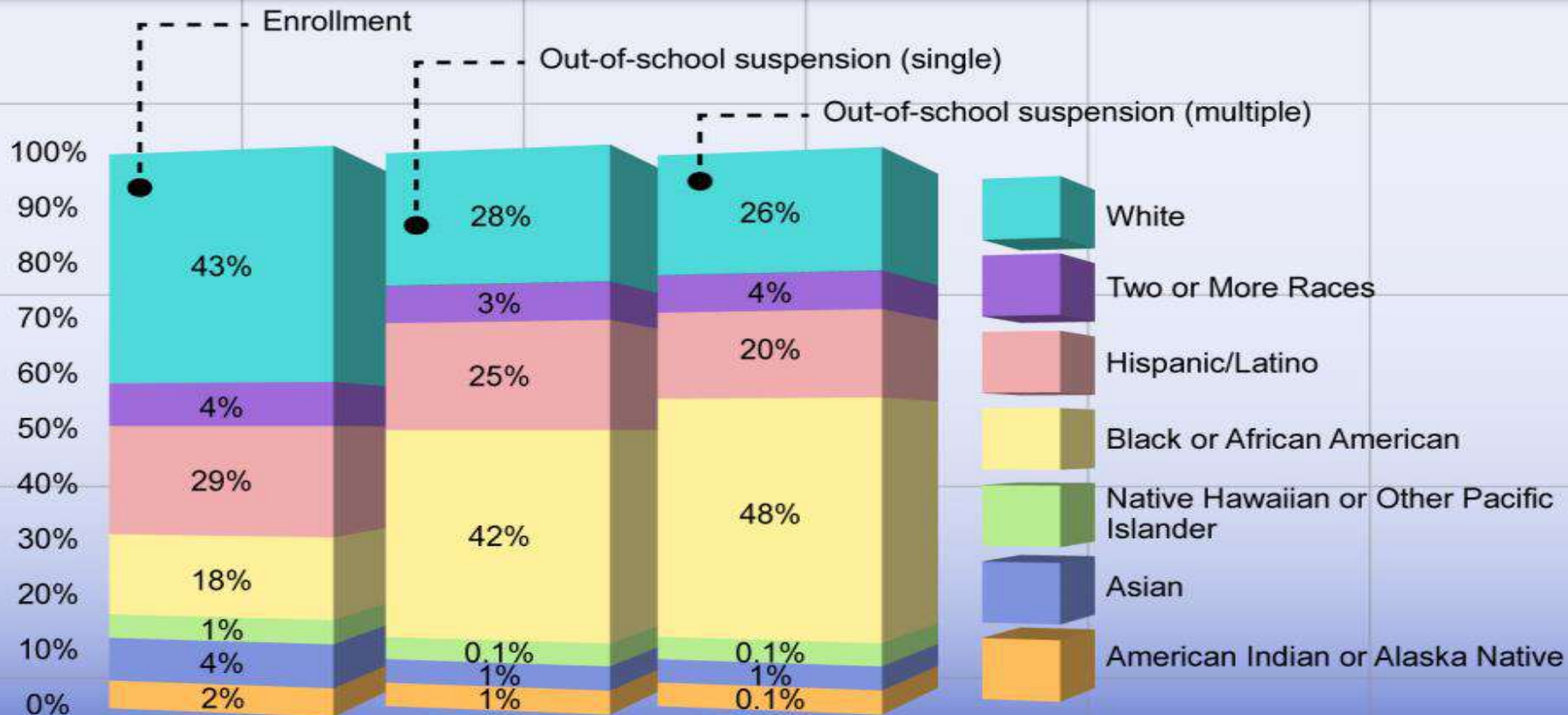
- Previous performance being equal, **K-12 teachers** have lower expectations and display less social comfort with Black students and some subgroups of Hispanic students than White students (various researchers) (67)
- People who show implicit bias towards Latinos are more likely to oppose both illegal **AND** legal immigration (Perez, 2015)

All things being equal yet unequal...

- Symptoms being equal, African Americans and some subgroups of Latinos are less likely to receive most effective treatment for illnesses, even after matching them on income and insurance coverage (Nat'l Academy of Sciences' *Unequal Treatment* report, 2002)
- Regular weight job applicants were less likely to be recommended to be hired for a job when they were seen (photo) sitting next to an obese applicant than when sitting alone or next to a regular weight person. (Hebl & Mannix, 2003)

How does implicit bias affect the target of bias?

Preschool students receiving suspensions, by race and ethnicity

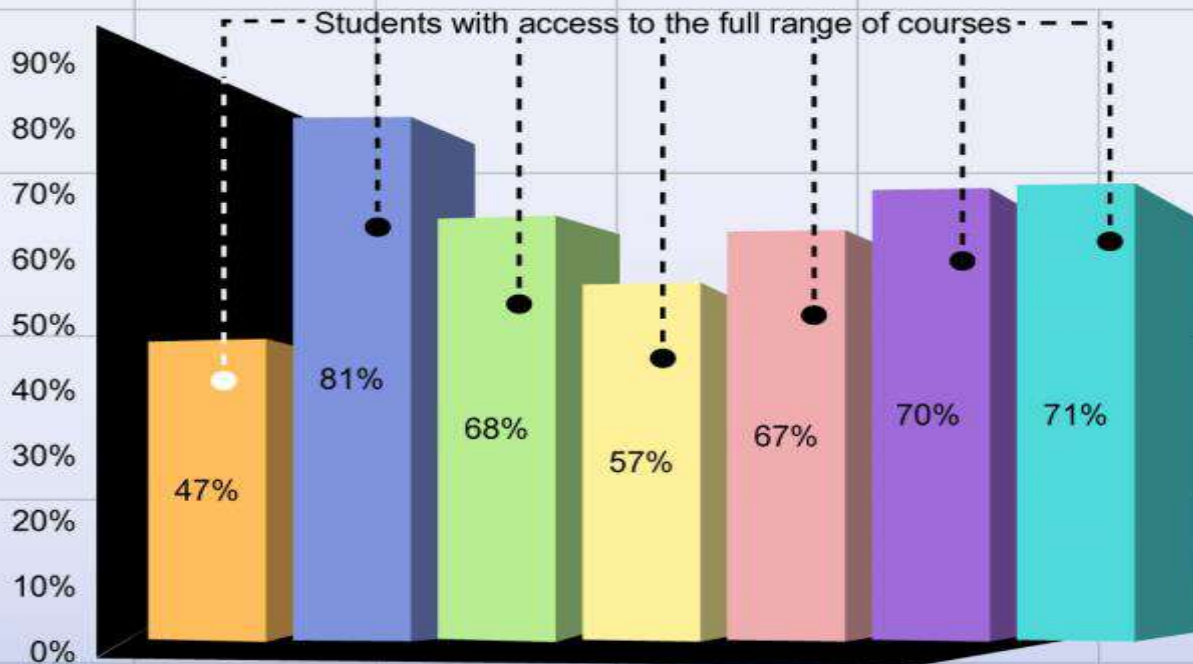


Teacher Equity

In comparison to White students, students of color have teachers that are:

- **Less experienced**
- **Lower paid**
- **Less likely to be certified**
- **More likely to teach subjects outside of their expertise**

Students with access to the full range of math and science courses, by race and ethnicity



Native Hawaiian/
Other Pacific Islander

American Indian/
Alaska Native

Hispanic/Latino
of any race

White

Black/African
American

Asian

Two or more races

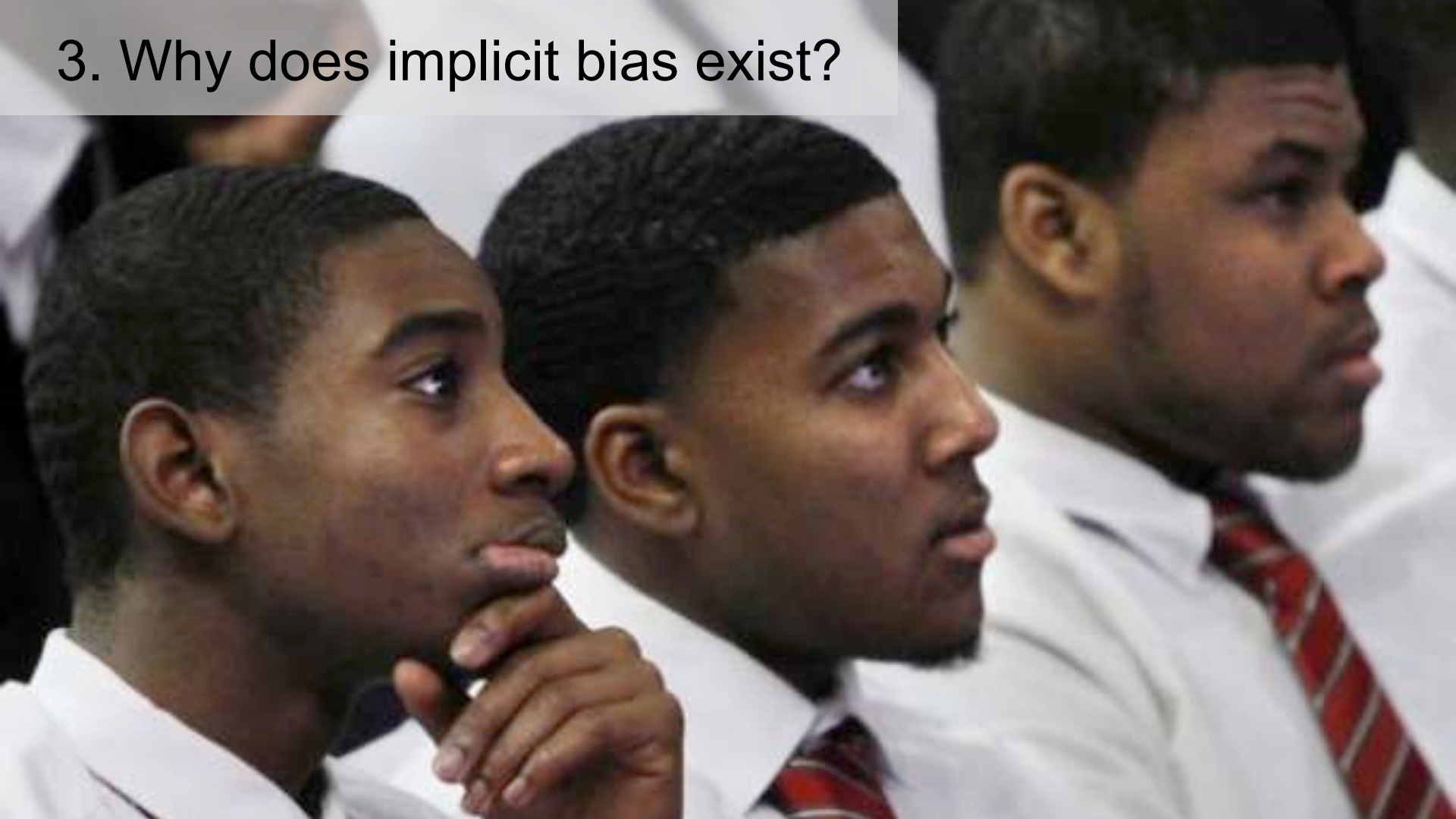
Implicit Bias Among Early Educators

Study by Yale Child Study Center

- National sample of Black and White pre-school educators
- Watched videos of pre-school Black and White boys and girls
- Findings revealed that when told to expect disruptive behavior, White **and** Black teachers gazed longer at Black children, especially Black boys, than White children.

YALE

3. Why does implicit bias exist?



Why Bias Exists

- **Minimal group effect:** In-group favoritism occurs even when group membership is random
- **Bias and self-esteem:** Bias can be self-affirming; If other groups are inferior, my group (“I”) must be superior
- **Rationalization for Oppression:** powerful group retains power through use of stereotypes and prejudices
- **Categorization:** our mental tendency to group things, including people
- **Socialization/Exposure:** we learn it
 - Influence of family, teachers, peers, media, and experience
 - Kids develop notion of race around ages 3-4
- **Lack of exposure** to the diversity within other groups .

How is implicit bias measured?

Measures of Implicit Bias

- **The Implicit Associations Test (IAT):** measures the strength of subconscious associations between concepts/groups (e.g., Hispanic people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy)
- The IAT is not perfect, but it does correlate with certain implicit and explicit to varying degrees

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Native IAT

Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Weapons IAT

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Barack Obama and one or more previous presidents.

Asian IAT

Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin

Implicit Associations Test Findings

- 75% of participants that took the Black/White race IAT show positive bias toward Whites
- African Americans are split 50/50 between Black and White preference
- Asian Americans were perceived as “less American” than White Americans by White **AND** Asian Americans
- Showing a preference does not mean that you are prejudiced or will discriminate, but it does suggest that you have stored certain associations between groups and traits in memory
- Taking it over typically yields similar results
- Left/right handedness doesn't matter
- Many people, particularly liberals and members of minority groups, have difficulty accepting their implicit bias .

Impact of bias on target group

- **Coping Strategies**: developing ways to deal with prejudice and the various isms (e.g., educating the ignorant; “telling them off”; appealing to authorities)
- **Attributional Ambiguity**: not knowing whether one’s outcomes are due to one’s group membership
 - The targets of prejudice experience ambiguity about the causes of events (both good and bad events)
- **Stereotype Threat**: being in a situation where you stand the chance of confirming a negative stereotype about a group to which you belong.

How can implicit bias be managed/ reduced?



Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

1. Individuation

This strategy relies on preventing stereotypic inferences by obtaining specific information about group members (Brewer, 1988; Fiske & Neuberg, 1990).

- Using this strategy helps people evaluate members of the target group based on personal, rather than group-based, attributes
- Group: race, occupation, hometown
- Personal: interests, hobbies, favorite movie/color/book/musicians; clothing, style, tech preferences, apps, etc.

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

2. Perspective taking

This strategy involves taking the perspective in the first person of a member of a group toward whom bias exists.

- Perspective taking increases psychological closeness to the stigmatized group, which ameliorates automatic group-based evaluations (Galinsky & Moskowitz, 2000).
- Usually requires communication, understanding, and some level of empathy

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

3. Counter-stereotypic imaging

- Imagine in detail counter-stereotypic others (Blair et al., 2001).
- These others can be abstract (e.g., Muslim family eating dinner), famous (e.g., Muhammad Ali), or non-famous (e.g., a personal friend).
- The strategy makes positive exemplars salient and accessible when challenging a stereotype's validity.

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

4. Stereotype replacement

- Replace stereotypical responses with non-stereotypical responses.
- Involves recognizing that a response is based on stereotypes (e.g., math teacher asking Asian students to join the math club on the 1st day of class); labeling the response as stereotypical, and reflecting on why the response occurred.
- Next, one considers how the biased response could be avoided in the future and replaced it with an unbiased response (Monteith, 1993)

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

5. Increasing opportunities for contact

Positive contact can alter perceptions of the group or directly improve evaluations of the group (Pettigrew & Tropp, 2006).

- Seek opportunities to encounter and engage in positive interactions with out-group members
- Interact with and/or develop genuine relationships with **several** out-group members; learn their history & culture
- Increased exposure to associations of outgroups and positive traits/achievements (to reduce Af Am bias: visit Nat'l Msm Af Am Hist/Culture; watch "13th"; watch Blackish; positive statistics; read African Origins of Civilization by Diop)

Did you know...

- Evidence of mathematics, astronomy, engineering, architecture, physics, navigation and map-making date back 25,000 years ago in southern and central Africa

Ancient Kemet (Egypt); Kemet = Land of the Blacks

- Education: Egyptian Mystery System (3000+ BC)
- Astronomy: approx 4200 BC creation of 365 $\frac{1}{4}$ day calendar
- Writing: 3200 BC, hieroglyphs & sanscript, first formal writing
- Medicine: 3300 BC conducted surgery and set broken bones; 1650 BC mapped the brain
- Math: 2000 BC, algebra, geometry, and possibly calculus

Sources: *African Origin of Civilization; Stolen Legacy; Civilization or Barbarism*)

What did the ancient Africans look like?



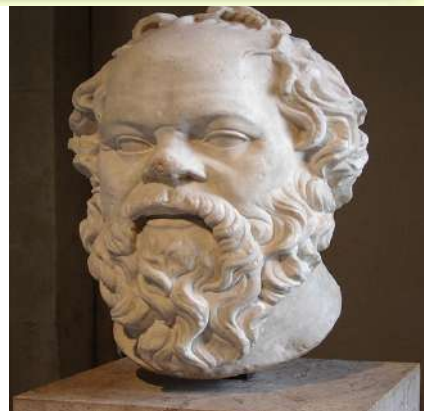
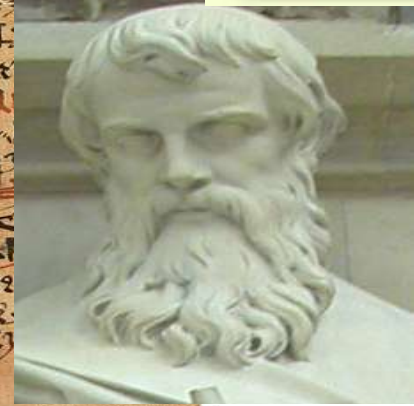
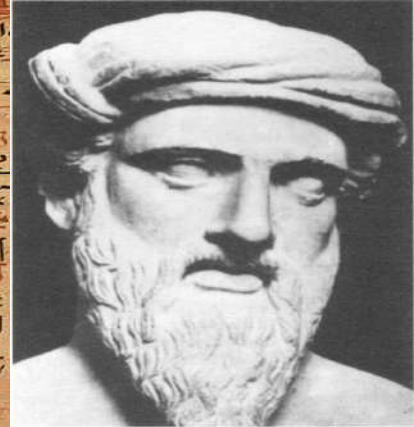
Mesopotamian.....Kemet(Egypt)/Kush.....Asian

Medicine: 2630 BC, Imhotep, architect, Mathematician, astronomer, and true father of medicine, writes medical manuals

African



American (Euro)



Hippocrates, medicine 460-370 BC

Pythagoras, math 570-495 BC

Euclid, math 300 BC

Socrates, philosophy 470-399 BC



Vatican City, (Rome) Italy
1929 AD
109 Acres



Religious complex at Karnak (Egypt):
2055 BC – 10 AD
200 Acres (largest religious complex ever)



Temple at
Karnak (Kemet/
Egypt)
1500-2000 BC



Parthenon
Greece,
447 BC



African

American (European)



Step Pyramid at Dsojer at Saqqara,
2630 BC, First multi-level building in
History 197 ft tall



Step Pyramid, Chichen Itza, Mexico

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African



American (European)



Pharaoh Khufu's (Great) Pyramid at Giza
(482 ft tall); 2560 BC.

Glass Pyramid, Louvre Museum,
Paris (71 ft tall)

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African



American (European)



Pharaoh Khufu's (Great) Pyramid at Giza
(482 ft tall); 2560 BC

Luxor Hotel, Las Vegas
(350 ft tall)

African



Obelisk of Queen Hapshepsut
1458 BC

American (European)



Egyptian Obelisk moved to
Italy in 37AD; placed in
center of St. Peter's Square,
The Vatican in 1586





London



Paris

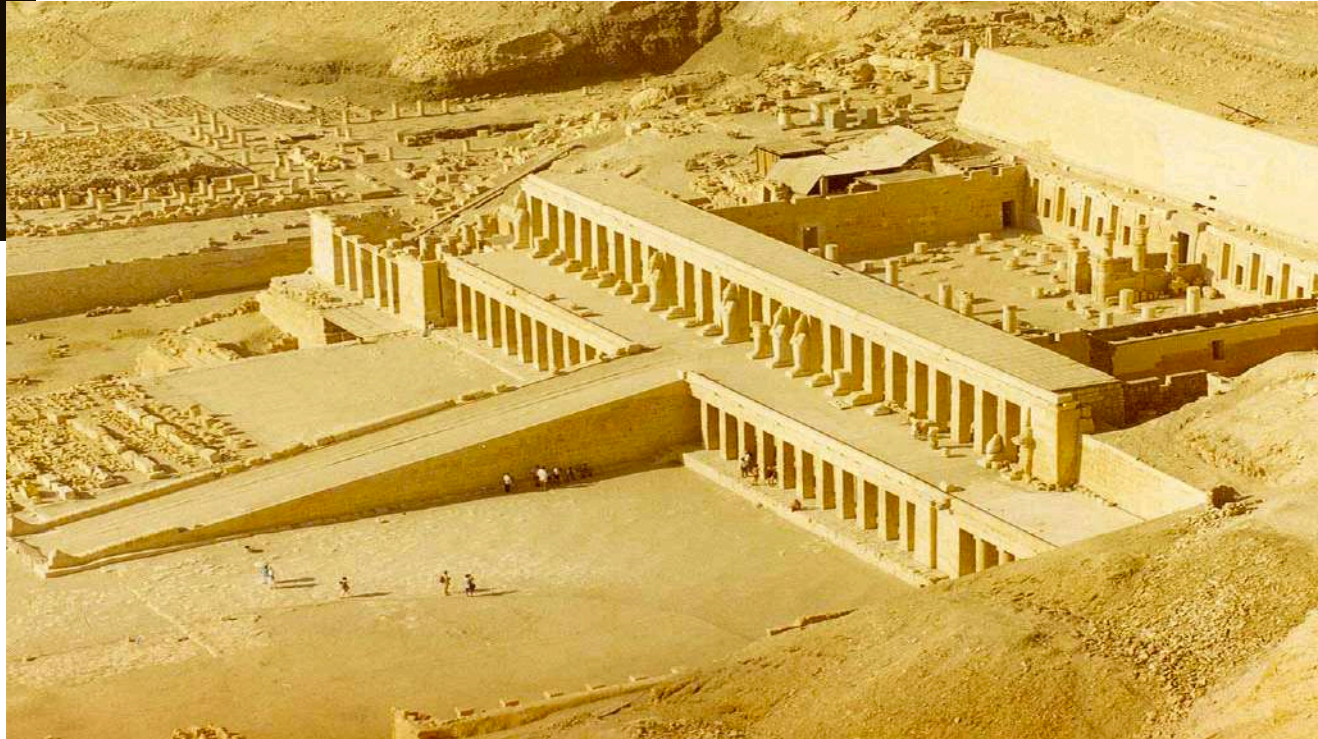


New York



Washington, DC

Queen Hapshetsut, 1st female pharaoh of Egypt (1473-1458 B.C.). Her name means “foremost of noblewomen.” Oversaw great temple at Deir el-Bahari at Luxor.



Navigation/Map Making: 800-1200 BC African presence in Central America, Olmec Statue



A background image showing three men in business attire (white shirts and ties) looking towards the right, appearing to be in a meeting or training session. The image is faded and serves as a backdrop for the text.

**Promising Practices for Reducing IB:
Organizational Level (the AAA model)**

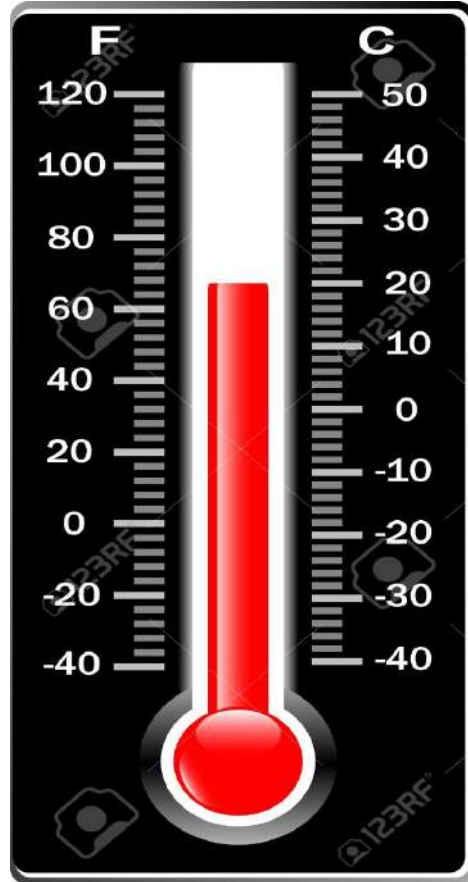
Promising Practices for Reducing IB: Organizational Level (the AAA model)

- **Assessment:** Analyzing existing data to identify systemic implicit bias in organizations
 - Potential IB within an organization
 - Potential IB in service delivery and impact
- **Awareness:** Discussing data that suggests IB with leadership, personnel, and stakeholders
- **Action:** Creating bias-reducing practices and policies

Take Home Messages

- We all have implicit biases, even toward our own group, but the impact of our biases on others is influenced by the roles we play in society
- IB has multiple causes, but exposure to associations of certain groups with specific traits is critical
- IB often, but doesn't always, affect our day to day feelings toward and treatment of others
- Data, not just emotions or anecdotes, reveal IB
- It is easier to reduce biased behavior than biased thinking or feelings; start there, by implementing a few strategies that will reduce biased behaviors

Heat Related Influence: Are you a thermometer or a thermostat?



Thank You!

- E-mail: bryant.marks@ntire.training
- Twitter: [@DrBryantMarks](https://twitter.com/DrBryantMarks)
- Linked-In: Bryant Marks
- Facebook: Bryant T Marks
- Books:
 - *Biased*, by Jennifer Eberhardt
 - *Blindspot*, by Banaji & Greenwald
 - *Thinking Fast and Slow*, by Daniel Kahneman
- Online training platform coming this fall.