

INTRODUCTIONS

Get to know the people around you!

RAISE YOUR HAND IF...

- you are a faculty member
- you are a staff member
- you are a graduate student
- you are an undergraduate student

INTRODUCTIONS

Get to know the people around you, again!

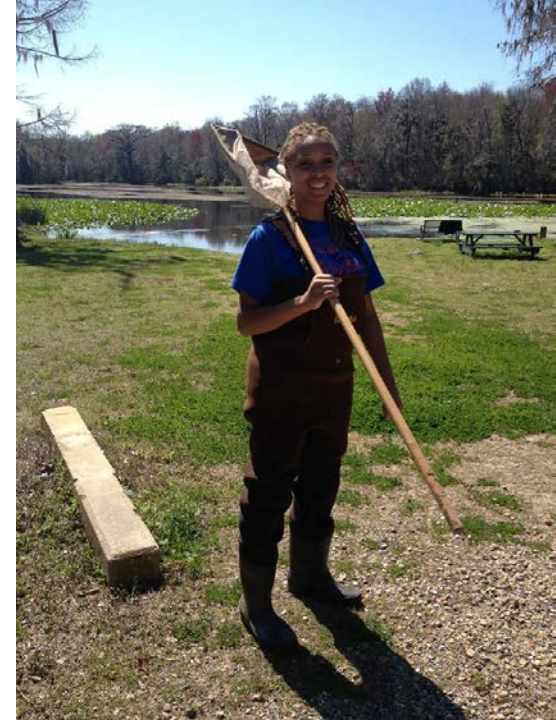
IMPLICIT BIAS

DIRECTO Spring Symposium

Eve Humphrey

Background

- PhD Candidate- Ecology and Evolution
- Society for the Study of Evolution Diversity Committee
- 2018 Chair -Society for the Advancement of Chicanos and Native Americans in Science, Ecology and Evolution Symposium
- Mentor- Florida Georgia Louis Stokes Alliance for Minority Participation (3 years)
- Speaker/Panelist –Central Florida Minority Stem Alliance (2 years)
- Implicit Bias Training- Ecology and Evolution Research Discussion Group



This is NOT

- A kumbaya session
- A checklist of do's and don'ts
- A time to suck in knowledge and not participate
- An excuse to think/prove you do not have biases

This IS

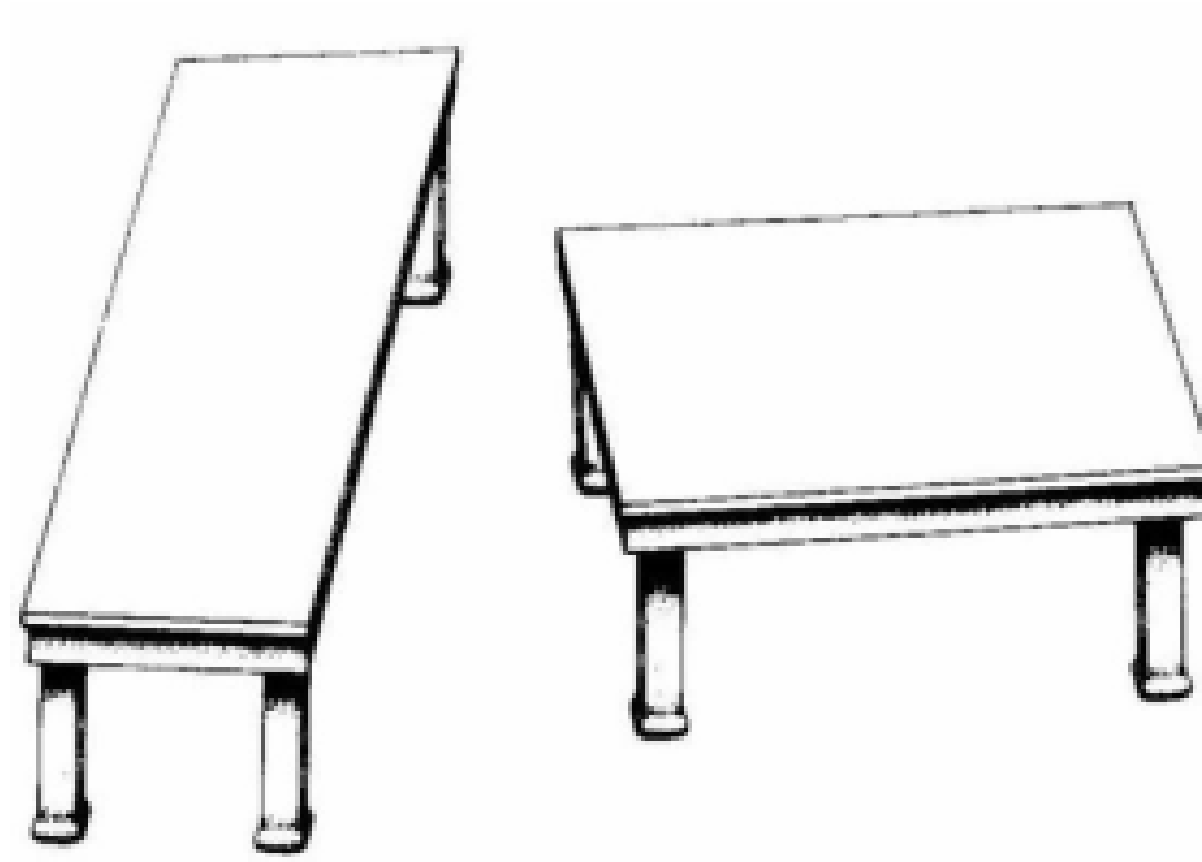
- A place to be real and honest
- A place to respect people's perspectives
- A time to fully engage
- A place to acknowledge our biases and get comfortable listening to others
- A place to learn how to move forward

Goals

1. Highlight the way our perception influences our teaching, research and student interactions
2. Facilitate open/safe discussion of people's perspectives and experiences
3. Provide information that will maximize awareness of our biases and improve our practices as learners, educators and administrators in higher education.

Read these 16 words, you will be expected to recognize them again.

- Ant
- Spider
- Feelers
- Web
- Fly
- Poison
- Slimy
- Crawl
- Bee
- Wing
- Bug
- Small
- Bite
- Fright
- Wasp
- Creepy



Banaji, M. R., & Greenwald, A. G.
(2016). *Blindspot: Hidden biases of good people*. Bantam.

Using this list, write down all the words you recall seeing from the previous list

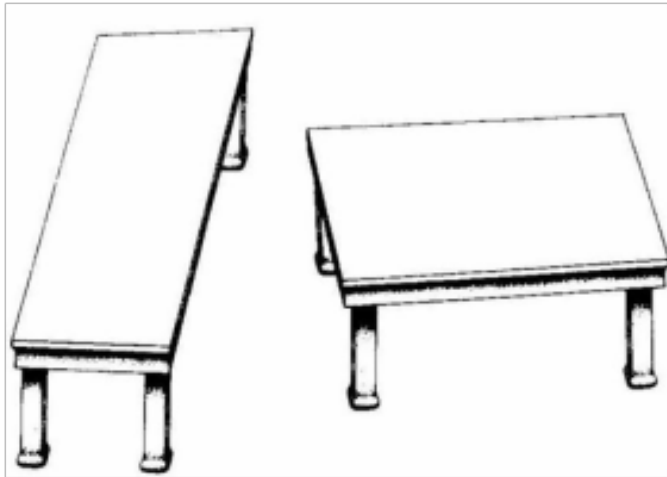
Maple, Ant, Poison, Fly, Stem, Berry, Feelers, Slimy, Birch, Wing, Leaves, Tree, Roots, Bite, Web, Bug, Small, Oak, Crawl, Acorn, Wasp, Branch, Insect, Bee, Willow, Fright, Spider, Pine, Creepy

The original 16 words.

Maple, Ant, Poison, Fly, Stem, Berry, Feelers, Slimy, Birch,
Wing, Leaves, Tree, Roots, Bite, Web, Bug, Small, Oak, Crawl,
Acorn, Wasp, Branch, Insect, Bee, Willow, Fright, Spider, Pine,
Creepy

Mindbugs

The illusions we cling to, or memories we create because our mind does something implicitly, without conscious thought.



Visual
Mindbugs

Ant	Web
Spider	Fly
Poison	Bite

Word
Mindbugs



Social Mindbugs

Banaji, M. R., & Greenwald, A. G. (2016). *Blindspot: Hidden biases of good people*. Bantam.

Implicit Bias

The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.

Discuss in your groups:

Do you think stereotypes and biases are always wrong?

Implicit Bias

The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.

Attitude: evaluation of a concept (person, place, thing..etc.)

Stereotype: belief that most members of a group have some characteristic

Implicit Biases are

- Involuntary
- Do not necessarily align with our declared beliefs or explicit biases
- Typically favored for our own ingroup
- Can be beneficial or unfavorable
- Malleable

Experience Matters

- What is the level of diversity in the administrative portion of your department?
- How many professors of color have you had?
- Who has been the chair of your department?
- Which undergraduate students do you notice most often in your class?
- How many women in leadership have you seen?
- Who are the people you have seen succeed academically and professionally?

Group Discussions

Think of the 5 people you spend the most time with.

Discuss: With whom (race, socioeconomic status, religion, ability, education level) am I more inclined to spend discretionary time, go to lunch, and participate in activities outside of work?

“Implicit bias may operate outside of awareness, hidden from those who have it, but the discrimination that it produces can be clearly visible to researchers, and almost certainly also clearly visible to those who are disadvantaged by it.”

-Mahzarin Banaji & Anthony Greenwald

Group Discussions

What (implicit) biases can you identify that exist within your organization and/or within your grantmaking, hiring, and/or other policies?

Implicit Bias/Microaggressions

- Letting perception influence grading
- Choosing faculty that “fit the culture”
- Choosing undergrads that look like you for research opportunities
- Failing to pronounce/continue to mispronounce names of students
- Prescribing “fixed” intelligence to people groups
- Complaining about a professors accent and associating their accent with “poor teaching”

Group Discussion

Take a minute to think about your answer and then share with the group:

What steps can you take individually or institutionally to stop the implicit bias from continuing? What steps can you take to prevent implicit biases from resurfacing?

Recommended Strategies

- Give up being color/gender/age/...blind
- Seek out different cultural and social situations
- Deliberately expose yourself and your coworkers to counter-stereotypical models and images
- Take data on who responds/speaks in class and try to restructure activities that encourage other groups to talk
- Is the way I'm approaching these student(s) influencing outcomes?

Recommended Strategies

- **Self-Assess Implicit Biases** - Instructors can review the above questions and self-reflect on their own biases. Instructors may also take an online self-assessment to identify their biases through [Project Implicit](#) from Harvard University.

Questions?