

UNCONSCIOUS BIAS – MAKING THE UNCONSCIOUS CONSCIOUS

ETHICS/(COMPETENCE) SUBSTANCE ABUSE, BIAS

January 21, 2020 | CAROLINA BRAVO-KARIMI, ESQ. WILSON TURNER KOSMO

I OUTLINE ()

- Why important?
- What is it?
- Relationship to the workplace?
- How to interrupt it?

1 UNCONSCIOUS BIAS

ICEBREAKER

- Californian
- Engineer
- Russian
- Teenager
- Lawyer

WHAT IS IT?

Bias in judgment and/or behavior that results from **subtle cognitive processes** (e.g., implicit attitudes and implicit stereotypes) that often **operate at a level below conscious awareness and without intentional control**.

WHO HAS UNCONSCIOUS BIASES?

Everyone, including people who believe that prejudice and discrimination are wrong



hyqp

kvbi

zbpd



xmlt

ztub

fbrm

txzp

bhwp

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green

blue

red

blue

yellow



green

blue

red

blue

yellow

WILSON TURNER KOSMO

WHERE DOES IT COME FROM?

- Developmental History
- Individual Narrative
- Social Learning
- Institutional Learning

ARE THERE DIFFERENT TYPES?

- Perception
- Confirmation
- Affinity/In-Group
- Halo Effect
- Horn Effect

2 UNCONSCIOUS BIAS IN SOCIETY

UNCONSCIOUS BIAS IN SOCIETY

- Education
- Criminal Justice System
- Employment

UNCONSCIOUS BIAS IN EDUCATION

- Race Expectations and Discipline
- Gender Subject Matter

UNCONSCIOUS BIAS IN THE CRIMINAL JUSTICE SYSTEM

- Racial Associations With Violence
- Treatment by Law Enforcement
- Treatment in the Courts

UNCONSCIOUS BIAS IN THE WORKPLACE

- Studies show that interview and selection decisions reflect bias against minorities and women
- Studies show that employee evaluations reflect bias against minorities and women

EXAMPLES FROM THE REAL WORLD

- Resumes with stereotypical white sounding names received 50% more callbacks than identical resumes with stereotypical African-American sounding names
- Tall men tend to move into leadership positions more frequently than shorter men
- Blond women's salaries tend to be higher than brunettes or redheads
- For every 1% increase in a woman's body mass, there is a .6% decrease in family income

WHY BIAS IN THE WORKPLACE MATTERS

Diversity is Good for the Workplace

- 61% of employees report that diversity in the workplace makes their company more successful
- Yet, 47% report experiencing discrimination and 52% name age discrimination as the most common
- Gender bias is the second most prevalent form of workplace bias at 43%, followed by race at 32%
- 1 in 6 U.S. employees complained of discrimination, 15% perceived they were the target of bias
- Workplace bias costs companies at least \$64 billion annually



INCLUSION STARTS WITH I



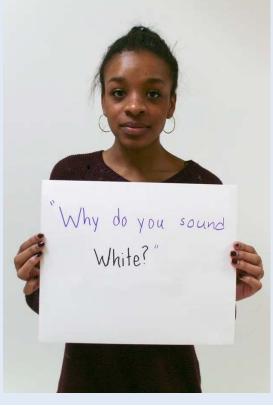
3 RECOGNIZING MICROAGGRESSSIONS

WHAT IS A MICRO-AGGRESSION?

 A statement, action, or incident that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group

RACIALEXAMPLES





4 INTERRUPTING UNCONSCIOUS BIAS

BECOME MORE AWARE OF YOUR OWN BIAS!

- Recognize it exists
- Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report
- https://implicit.harvard.edu/implicit/

WAYS TO INTERRUPT BIAS (1)

- Become aware of your own bias: Take a test!
- Check-in with Peers: Ask for feedback, and listen to it
- Call it out! What some take as horseplay can have profound effects
- Slow Down! Avoid making decisions of consequence when you're hungry, rushed or stressed.

WAYS TO INTERRUPT BIAS (2)

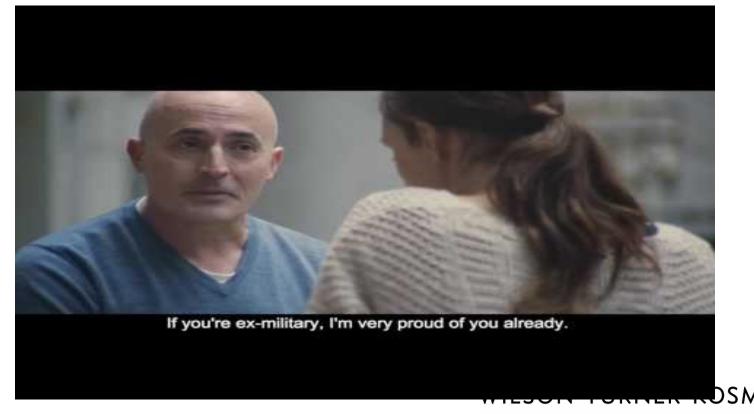
- Check Yourself: Ask yourself, how did you make this decision?
 Rely on facts and not on characterizations.
- Encourage mutual acceptance within your team. Call people by their names, not labels
- Get to know people who are not like you.
- Recognize there are multiple perspectives to situations

WAYS TO INTERRUPT BIAS (3)

- Mentor! Sponsor people who are not like you
- Get to know people who defy stereotypes
- Proactively recognize people's different capabilities



WORLDS APART





We do not see things as they are, we see them as we are.

- Anaïs In (1961)

THANKS!

ANY QUESTIONS?