UNCONSCIOUS BIAS – MAKING THE UNCONSCIOUS CONSCIOUS

ETHICS/(COMPETENCE) SUBSTANCE ABUSE, BIAS

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• Why important?
• What is it?
• Relationship to the workplace?
• How to interrupt it?
1 UNCONSCIOUS BIAS
ICEBREAKER

- Californian
- Engineer
- Russian
- Teenager
- Lawyer
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
red
yellow
green
blue
red
blue
yellow
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
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

Diversity ignites creativity, problem solving and innovation.
3 RECOGNIZING MICROAGGRESSIONS
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
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

If you're ex-military, I'm very proud of you already.
We do not see things as they are, we see them as we are.

- Anaïs In (1961)
THANKS!
ANY QUESTIONS?