



UNCONSCIOUS BIAS – MAKING THE UNCONSCIOUS CONSCIOUS

**ETHICS/(COMPETENCE) SUBSTANCE
ABUSE, BIAS**

January 21, 2020 | **CAROLINA BRAVO-KARIMI, ESQ.**
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A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

OUTLINE

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

1 | UNCONSCIOUS BIAS

A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

ICEBREAKER

- Californian
- Engineer
- Russian
- Teenager
- Lawyer

A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

| 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

|

woxl

hyqp

kvbi

zbpd

|

sdtv

glvp

xmlt

ztub

fbrm

txzp

bhwp

|

red

yellow

green

blue

red

blue

yellow

|

red
yellow

green

blue

red

blue

yellow

A background image of a city skyline at night, with various skyscrapers illuminated against a dark blue sky. The buildings are reflected in the water in the foreground.

| 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

A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

UNCONSCIOUS BIAS IN SOCIETY

- Education
- Criminal Justice System
- Employment

UNCONSCIOUS BIAS IN EDUCATION

- Race – Expectations and Discipline
- Gender – Subject Matter

A dark blue background featuring a city skyline at night with illuminated buildings and a body of water in the foreground.

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



SMO

LLP

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

RACIAL EXAMPLES



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



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?