

PRESENTS:

EIGHTH ANNUAL ETHICS, COMPETENCE, AND ELIMINATION OF BIAS ALL-DAY MCLE EVENT

Making the Unconscious Conscious (Elimination of Bias)
2:35 p.m. – 3:35 p.m.

Unconscious Bias – Making the Unconscious Conscious

Carolina Bravo-Karimi is Managing Partner of Wilson Turner Kosmo and a member of the firm's Employment Law group, representing employers in a variety of employment disputes, including wrongful termination, discrimination, harassment, and wage and hour litigation. Carolina also serves as Practice Chair of the firm's recently launched Diversity, Equity, & Inclusion Practice Group. Recognizing that intentional attention to diversity, equity, and inclusion (DE&I) is essential to promote workplace cohesion, attract and retain talent, create business opportunities, and comply with the law, Carolina assists employers of all sizes in the creation, implementation, and management of their DE&I efforts. Carolina also conducts workplace investigations, including those requiring Spanish fluency and multicultural understanding. She also regularly provides implicit bias, microaggression, equal pay, and anti-harassment training. Prior to joining Wilson Turner Kosmo, Carolina served as a judicial law clerk to the Honorable Louisa S. Porter of the United States District Court for the Southern District of California.



UNCONSCIOUS BIAS – MAKING THE UNCONSCIOUS CONSCIOUS

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1 UNCONSCIOUS BIAS

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

sdty

glvp

xmlt

ztub

fbrm

txzp

bhwp

red

yellow

green

blue

red

blue

yellow

red

yellow

green

blue

red

blue

yellow

WHERE DOES IT COME FROM?

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

ARE THERE DIFFERENT TYPES?

- Affinity
- Confirmation
- Halo Effect
- Horns Effect

2 UNCONSCIOUS BIAS IN SOCIETY

UNCONSCIOUS BIAS IN SOCIETY

- Education
- Criminal Justice System
- Employment

UNCONSCIOUS BIAS IN EDUCATION

- Race Expectations
- 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

UNCONSCIOUS BIAS IN THE WORKPLACE

- Name Bias: Resumes with stereotypical Anglo sounding names received 50% more callbacks than identical resumes with stereotypical African-American sounding names
- Height Bias: Tall men tend to move into leadership positions more frequently than shorter men
- Beauty Bias: Traditionally attractive people, both men and women, earn higher incomes.
- Weight Bias: 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

3 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)

- 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)

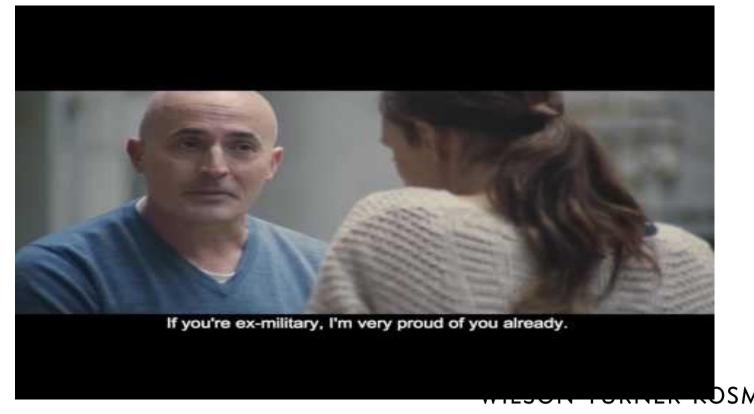
- Check Yourself: Ask yourself, how did you make this decision? Rely on facts and not on characterizations.
- Encourage mutual acceptance within your team. Call people by their names, not labels
- Get to know people who are not like you.
- Recognize there are multiple perspectives to situations

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 Nin (1961)

THANKS!

ANY QUESTIONS?