

DEI February Topic: Implicit Bias

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CARE Advocate Services

On campus **confidential** services:

- Referral and support services
- A Window Between Worlds Workshops
- Direct assistance
- Sexual assault and domestic violence peer-to-peer counseling services
- UCC education and training

Off campus **confidential** services:

- Legal advocacy
- 24-hour crisis line and on-site support for victims in need
- Support groups
- Emergency shelter and transitional housing
- Community education and training

What is implicit bias?

"Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection."

— Excerpted from Kirwan Institute at Ohio State University

Implicit bias

- May involve anything we have unconscious stereotypes and attitudes about, so we might not realize we have them.
- Implicit bias can be about: race, gender, sex, nationality, age, ability, neurodiversity, etc.
 - Peanut butter and jelly <https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html?action=click&module=video-series-bar®ion=header&pgtype=Article&playlistId=video/who-me-biased>

Who has implicit bias?

- Everyone holds implicit bias!!!
- Studies have shown that young children (as young as 5), have implicit racial bias that benefit white people. Children of all races showed this racial bias, and there is little change in attitudes from age 5-10.
 - Questions included: who would you like to be friends with? Who's the smart/dumb one? Who's the ugly/pretty one?
 - <https://youtu.be/EQACkg5i4AY> (2:28-4:16)

Where does it come from, and where do we go from here?

As with anything we learn about, we pick up attitudes and stereotypes from:

- School, peers, family, friends, media, news outlets, etc.

What can we do about it?

- Acknowledge your bias. Learn about what you're biased against. Catch yourself when those biases come up and correct it.
- Look for places within policies and procedures where our biases may be changing the outcomes.