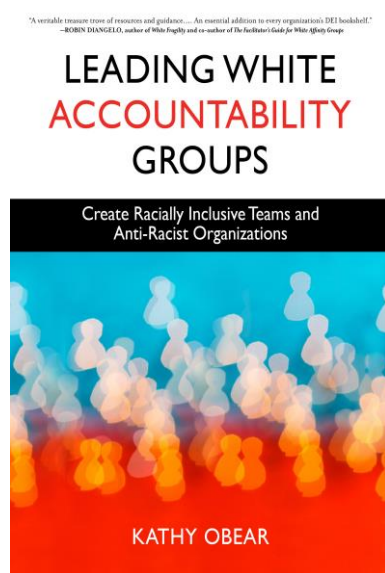
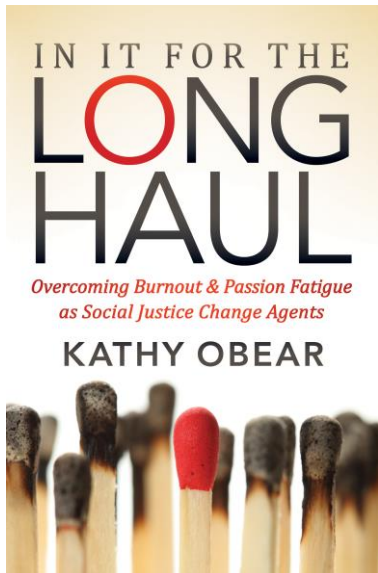


Implicit Bias



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adorable



allergies



loud barking



**It's not what
you look at
that matters,
it's what you see.**

Henry David Thoreau

A colleague folds their arms during an intense discussion.

Facts vs. Assumptions, Interpretations, and Biases

Bias is a tendency, preference, or prejudice in favor of or against a person, group, or thing that influences our thoughts and choices.

Implicit (Unconscious) Bias is the assumptions, beliefs, attitudes or stereotypes that impact our thoughts, decisions and behaviors *unconsciously*.

Explicit Bias is the conscious assumptions, beliefs, attitudes or stereotypes we are aware of.

When you were growing up, what were some of the messages, assumptions, beliefs and/or biases around you about your own social identity groups and other groups?

What were some of the messages, assumptions, beliefs and/or biases around you about your own social identity groups and other groups?

- Age
- Athleticism
- Criminal background
- Disability & Health status
- Economic class
- Educational level
- English proficiency
- Family status
- Gender identity/expression
- Geographic region
- Hierarchical level
- Immigration, refugee status
- Job function
- Marital/relationship status
- Mental health status
- National origin
- Parental status
- Race, ethnicity
- Religion/spirituality
- Sex/gender
- Sexuality
- Size/appearance
- Skin color; phenotype
- Military, veteran status
- Working style
- Years of experience
- Others...

**What assumptions and biases might still
be active around you?**

Possibly in you?

**What are possible assumptions & biases
(even if unconscious) fueling these
microaggressions?**

**The messages conveyed, even if
unintentional?**

Reflect on these microaggressions and note the possible implicit biases for each one:

Microaggression

- 1. A female manager is assumed to be the administrative assistant.**
- 2. White person says to a Woman of Color: “You should straighten your hair.”**

Possible implicit biases:

1.

2.

Reflect on these microaggressions and note the possible implicit biases for each one:

Microaggression

Possible implicit biases:

- 3. A supervisor dismisses an idea from a new team member without consideration.**
- 4. A hiring manager doesn't consider a candidate who has young children for a position that requires late nights and traveling.**

3. _____

4. _____

Reflect on these microaggressions and note the possible implicit biases for each one:

Microaggression

Possible implicit biases:

5. An employee of color who often raises issues and asks questions is labeled as unprofessional and difficult to work with.

5. _____

6. A manager doesn't agree with a staff member and raises the volume of their voice as they end the conversation.

6. _____

Dig into Your Roots: What's Fueling Your Behavior?

When you are asked to explore your possible assumptions or biases, pause and ask yourself:

- 1. What assumptions, biases or beliefs could be fueling my thoughts, actions, or inactions?**
- 2. When and how were these taught or reinforced around me growing up? Throughout my life?**
- 3. When have I done or thought this before? What has been my impact on others?**
- 4. If the person had been a different group identity, would I have had similar assumptions, biases, and beliefs? How might I have reacted? How have I treated others in similar situations?**
- 5. What do I wish I had thought and done instead?**
- 6. How can I interrupt & shift these assumptions, beliefs, and biases in the future? What are more useful thoughts?**

**DON'T BELIEVE
EVERYTHING YOU
THINK**

Interrupt & Shift *Biases & Assumptions*

When we notice we have a biased thought, we need to ask ourselves:

- 1. Why am I having this thought?**
- 2. Is it true? Really true? Might the opposite be truer? (Adapted from Byron Katie, *The Work*)**
- 3. What is my evidence that this is truer for one identity group than others?**
- 4. When others exhibit the same behavior, how do I make meaning of that?**
- 5. How does it serve for me to think this thought right now?**
- 6. What is my pay-off for having and maintaining this biased thought or assumption?**
- 7. What are more useful thoughts?**



Change
Your Story

Shift

What can we do when we react out of biases and assumptions?

- **Name it:** I just realized I had an assumption/bias behind what I said, did....
- **Ask about it:** I now realize I assumed.... How close or off is my assumption?
- **Apologize for your impact.**

What if we believe someone else is reacting out of bias?

- 1. I'm wondering if there may be an assumption under your question, comment....**
- 2. What beliefs or assumptions might be connected to what you are saying?**
- 3. Are we making any assumptions here?**
- 4. Can we pause and identify any possible assumptions or biases that could be operating?**