

Where Does Implicit Bias Reside?

Statewide WIC Meeting

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Hector R. Roche

Culture

- “Beliefs, norms, values, customs, and patterns of thoughts and behaviors, which are influenced by primary cultural group, family norms, and wider societal influences.” (King, Murri, & Artiles, 2006)
- “Dynamic system of social values, cognitive codes, behavioral standards, worldviews, and beliefs used to give order and meaning to our own lives as well as the lives of others.” (Gay, 2010)
- “Even without our being consciously aware of it, culture determines how we think, believe, and behave, and these, in return, affect how we teach and learn.” (Gay, 2010)

The Components of Culture

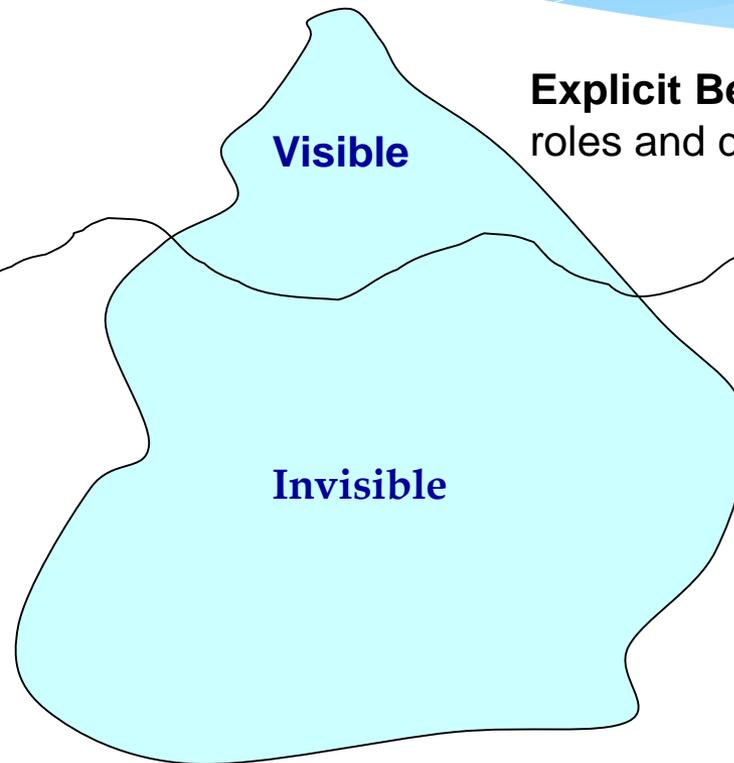
Concrete Expressions: Dress code; architecture; food; “Culture with a big C”: art, music, dance

Artifacts: Social events, jargon

Recognized behaviors:
Rituals and taboos

Explicit Beliefs and Values: Social roles and duties

Deeply Held Implicit Beliefs: What is success? Is change good or bad? Are men and women equal?



Cultural Forms: Nature of time and space

Reactions to common human problems and questions

Deeply Held, Harder-to Recognize Components of Culture

- * Perception of time (Hall)
- * Perception of space (Hall)
- * Individualism-collectivism
- * High context-low context (Hall)
- * Importance of hierarchy
- * Modes of self-expression
- * Modes of thinking
- * Importance and rigidity of gender roles
- * Nature of change
- * Humans' relationship to the natural world

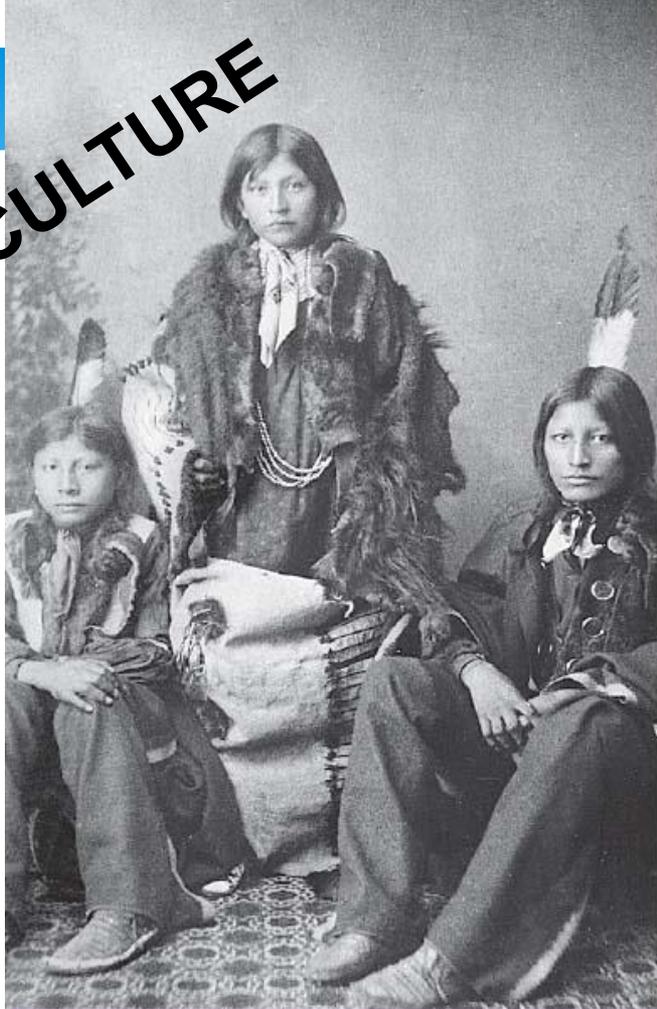
Adaptation

- * The process whereby a population changes to suit its habitat.
- * In the context of service delivery:
 - * Modifying behavior to address the needs of customers, clients, community
 - * Code switching
 - * Requires cultural awareness and cultural knowledge - cultural competency

Assimilation

- * from Latin: “to render similar”
- * The process whereby a minority group gradually adapts to the customs and attitudes of the prevailing culture and customs.
- * to bring or come into harmony; adjust or become adjusted

NATIVE CULTURE



ASSIMILATION



The Carlisle Indian Industrial School was a school for assimilation in Pennsylvania. Boys and girls were taught to read, write, and learn industrial and domestic activities of white American culture. The left photo shows some Lakota boys upon their arrival at the school. ***What changes do you see in them in the right photo, after they have spent some time at the school?***



**Should you have to hide
the real you to be accepted?**

Implicit Bias

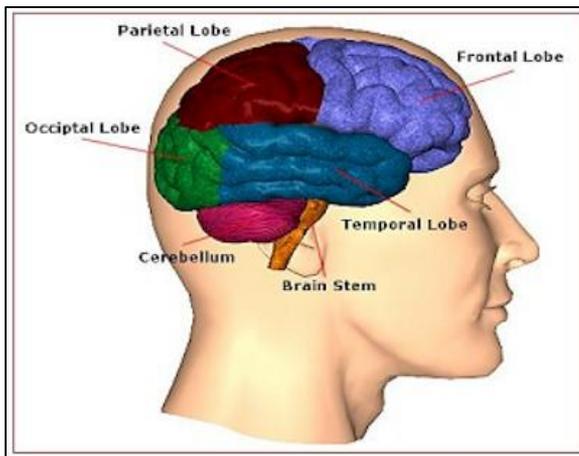
“Implicit biases are discriminatory biases based on implicit attitudes or implicit stereotypes. Implicit biases are especially intriguing, and also especially problematic, because they can produce behavior that diverges from a person’s avowed or endorsed beliefs or principles.” Greenwald & Krieger, p. 951 (2006)

What is Implicit Bias

- Unconscious, automatic
- Based on Stereotypes
 - We all have it... even those affected by it
- Generally **not** an indication of our beliefs/values
- More likely to show up/influence
 - Snap decisions or judgements
 - Decisions that are ambiguous

WHAT IS IMPLICIT RACIAL BIAS?

❑ **Implicit racial bias is a mental process that causes most of us to have negative attitudes about people or groups of people based only on their race or ethnicity.**



❑ **Typically, these people are not members of our own racial or ethnic “in group,” although implicit bias can also be directed at people who look and think like we do.**

❑ **Many researchers believe that implicit racial bias is fueled by “symbolic” attitudes that we all develop over the course of our lives starting at a very early age.**

❑ **These attitudes are formed from distorted messages that we are exposed to every day from a variety of sources—television, newspapers, magazines, conversations with people we trust—that depict African Americans and other people of color in a negative light.**

Schemas come from...

- ◆ Parents/Families
- ◆ Friends/Peers
- ◆ School
- ◆ Media
- ◆ Direct or vicarious (books, stories, culture, media)
- ◆ Positive or negative associations/



Stereotypes

... widely held but fixed and oversimplified images or ideas of a particular type of person or thing.

- * Stereotypes are often based on incomplete and inaccurate information
- * When stereotypes are believed to be true, they are not revised even in the face of contradictory evidence.

Implicit Bias + Recruitment

Research project:

- ◆ 5,000 resumes, some with “typically white” name: “Emily” AND others with “typically black” name: “Lakisha.”
- ◆ Resumes sent to 1,250 employers advertising jobs

Who received more callbacks?

Source: Bertrand, Marianne and Mullainathan, Sendhil, Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination, University of Chicago Graduate School of Business (2004)

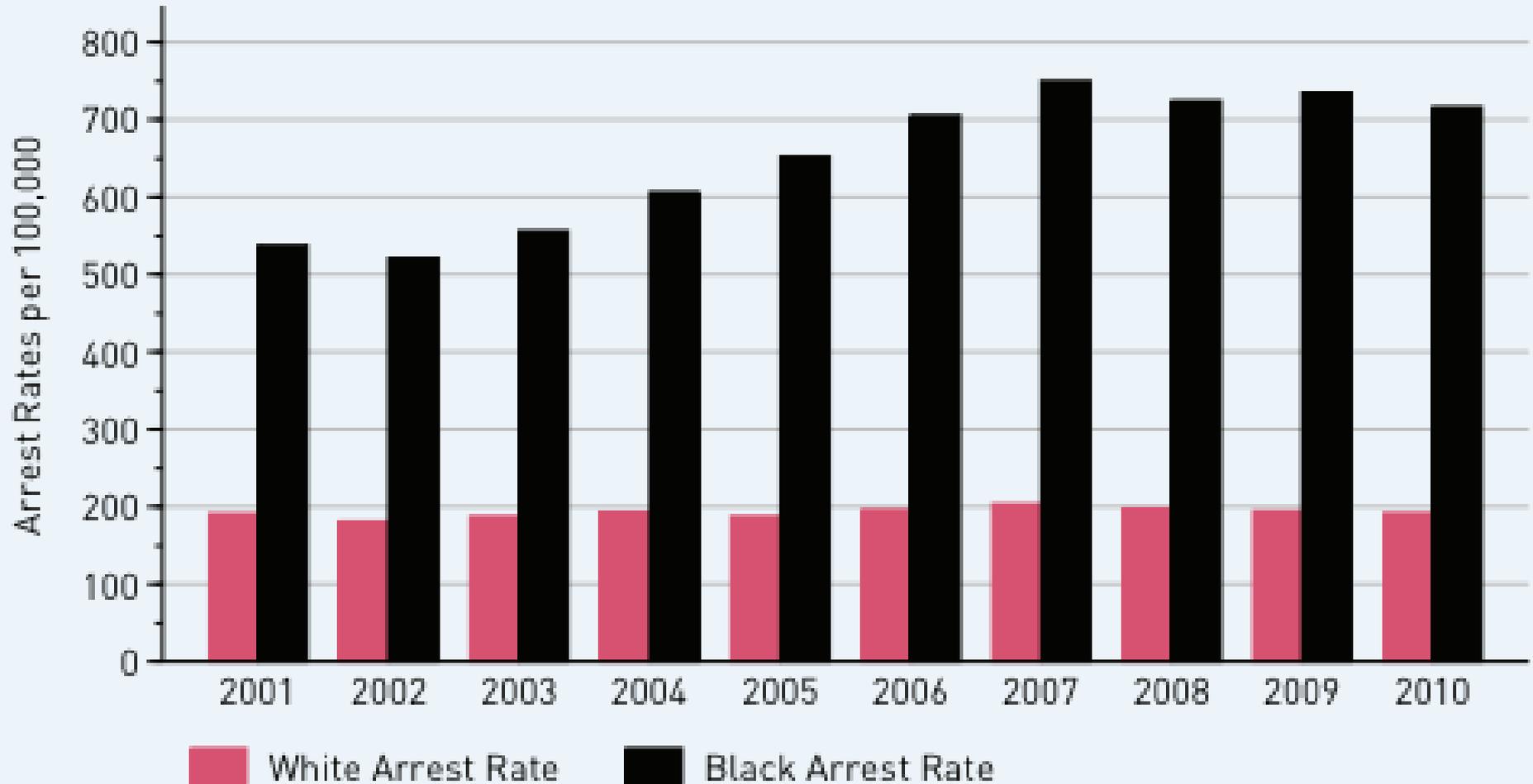
Implicit Bias + Recruitment

- ◆ Resumes with “typically white” names (“Emily”) received **50% more callbacks** than those with “typically black” names (“Lakisha”)
- ◆ **Average** “typically white” named candidates received more callbacks than **highly skilled** “typically black” named candidates

Source: Bertrand, Marianne and Mullainathan, Sendhil, Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination, University of Chicago Graduate School of Business (2004)

FIGURE 10

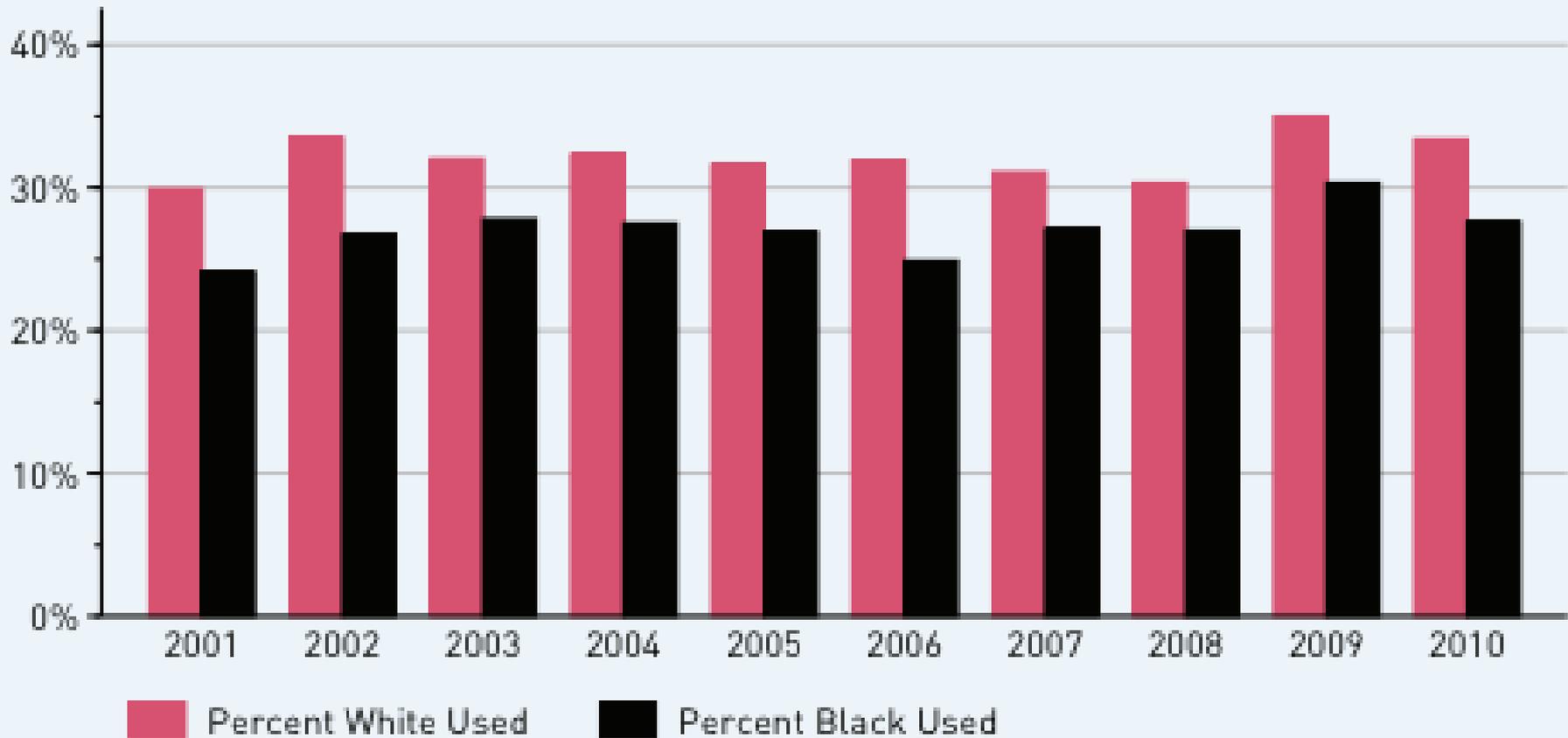
Arrest Rates for Marijuana Possession by Race (2001-2010)



Source: FBI/Uniform Crime Reporting Program Data and U.S. Census Data

FIGURE 22

Marijuana Use Among 18- to 25-Year-Olds by Race: Used Marijuana in Past 12 Months (2001-2010)



Source: National Household Survey on Drug Abuse and Health, 2001-2010

Debiasing

AWARENESS

- Making invisible visible
- Mindfulness, Consciousness

EXPOSURE

- Contact
- Positive exemplars
- Environment

ACCOUNTABILITY

- Practices and Policies
- Higher level processing, e.g. ,writing
- Reduced cognitive load
- Checklists
- Procedural / organizational changes

Your Journey Here

‘If we have no peace,
it is because we have
forgotten that we
belong to each other.’

Mother Teresa

Close



Hector R. Roche

hrroche@q.com

Cell: (503) 516-6614