

Unconscious Bias (hidden or implicit)

“

In order to create real change, we need to understand unconscious bias as a fundamental social justice issue that gives birth to all kinds of -isms in our society, not some standalone concept that is nice-to-know.”

—Michelle Kim

DEFINE

Unconscious Bias: A positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level.

SELF-REFLECTION ACTIVITY



TAKE THE HARVARD IMPLICIT ASSOCIATION TEST

- This assessment examines the “automatic pilot” that drives our thoughts and actions
- The IAT measures implicit attitudes and beliefs that people are either unwilling or unable to report. It examines social attitudes.
- This test offers one way to probe unconscious bias.

SELF-REFLECTION QUESTIONS

- What were your first reactions?
- Were you surprised with your results?
- How did you feel when you saw your results?
- Did you feel like you wanted to argue with the test results?
- Upon reflection, what did you feel and think about your experience?
- What is your “takeaway”?

GROUP ACTIVITY



WATCH VIDEO: RACISM KILLS – Bayyinah Institute

(RUN TIME: 1 MINUTES, 29 SECONDS)



continued on next page...



COMMITMENT

1. Educate yourself on your own hidden biases

2. Educate others in your organization

3. Collect relevant data that shows hidden biases

4. Evaluate the “subtle messages” within your organization

5. Hold each other accountable and have leaders do the same



ADDITIONAL RESOURCES

LISTEN

[What Police Departments and the Rest of Us Can Do to Overcome Implicit Bias, According to an Expert](#)

READ

[SoYouWantToTalkAbout | Implicit Bias](#)

WATCH

[UCLA’s Implicit Bias Video Series](#)

GROUP ACTIVITY QUESTIONS

- What were your first reactions to this video?
- As you watched the scene progress, how did you think it was going to end? Why do you think you thought that?
- How did you feel once the video ended?

EDUCATE

Most of our actions occur without our conscious thoughts, allowing us to function in our extraordinarily complex world. This means, however, that our implicit biases often predict how we’ll behave more accurately than our conscious values.

KEY CONSIDERATIONS

- Everyone has unconscious bias
- These are difficult conversations
- It’s okay that you are not an expert – it’s not the expectation
- Self-awareness is key – believing you have no bias is worse than knowing you do!
- We can only control our own behavior

ACTION



What should we/I START DOING?

List ideas/items:

- Things that are not being done but should be done
- Things to begin doing to get better results
- Things worth trying or experimenting for better results



What should we/I STOP DOING?

List ideas/items:

- Things that are not working or helping
- Things that impede or are not practical
- Not delivering desired results
- We or others dislike



What should we/I CONTINUE DOING?

List ideas/items:

- Things that are working well
- Things that we want to keep
- Worth continuing to see if they’re worthwhile
- We like or need