Addressing implicit bias in ourselves and our profession

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Organizing Collections

- Get into teams of three or four
- Grab a bag
- Figure out as many ways as you can to organize the items in your bag into three collections. You have 3 minutes per round
Session Goals/Outcomes

• Define implicit bias and describe how it relates to privilege, discrimination and cultural competence

• Understand some strategies for recognizing and mitigating implicit bias in ourselves and the institutions of which we are a part

• Educate ourselves and others about the effects of implicit bias.
Conversation Guidelines

• Confidentiality
• Respect/Listening
• “I” statements
• Feeling Honored and Present
• The Right to Disagree
• The Right to Risk or to Pass
• Assume Good Intentions
• Stay Open to the Process
Activity: Selective Attention

https://www.youtube.com/watch?v=vJG698U2Mvo
Did you see something unusual?
What is bias?

Bias: “prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair” (Oxford English Dictionary).

Attitude: is an evaluative feeling toward a category of people or objects – either positive or negative – indicating what we like or dislike (Godsil, Tropp, Goff, and Powell, 2014, p. 10).

Stereotype: is a socially shared set of beliefs about traits that are characteristic of members of a social category. (Greenwald & Banaji, 1995, p. 14)
What is implicit bias?

“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” (Kirwan Institute for the Study of Race and Ethnicity, 2015, para 1)
Attributes of implicit bias

• Pervasive
• Separate from explicit biases
• Separate from explicit beliefs, in many cases
• Favorable toward the in-group
• Malleable and can be changed over time

(Kirwan Institute for the Study of Race and Ethnicity, 2012, para. 3)
Other examples of mindbugs

• Anchoring effect: “tendency to anchor to numbers, judgments, or assessments to which we have been exposed and to use them as a starting point for future judgments—even if those anchors are objectively wrong” (Kang et al., 2012, p. 1126)

• Endowment effect: a bias demonstrated by “irrational attachments to arbitrary initial distributions of property, rights, and grants of other entitlements” (Kang et al., 2012, p. 1128)
cultural residue
Clark Doll Study (Redux)

https://www.youtube.com/watch?v=i20d11fGz-0&ebc=ANyPxKrwtRkUxRtDRFirugchEwFj3PYHs2AdZ6fxpWSTl7La0KfQfocpTarjmiO5ip8wPUt_dH_kkQlpCSXdXaLSt5kDa7nBfQ

We would like for a few people to report out their responses.
Dr. Jerry Kang explains implicit bias

https://www.youtube.com/watch?v=9VGBwNI6Ssk
Reactions to Kang Video

• Please take time to write down your reactions to the Kang TED Talk. We will collect the index cards.

• We would like for 3-4 people to report out their reactions.
Selective Helpfulness

- Selective Helpfulness: the tendency for humans to offer more help to people who are perceived as more like them (Banaji and Greenwald, 2013, p. 159)

- Micro-compliment

- Micro-aggression
Implicit Bias Pair and Share

• Get into a group of three or four
• Skim the article summary we give you (everyone in your group has the same summary, along with a copy of the article)
• Discuss the following questions:
  • 1. What was the study about?
  • 2. How did the study address implicit bias?
  • 3. What were the impacts or outcomes of the study?
Break
The Six Stages of Behavior Change

Stage 1
Precontemplation: Unaware of a habit or its negative effects and not seeking to change

Stage 2
Contemplation: Aware of a habit or its negative effects and intending to make a change

Stage 3
Preparation: Aware of a habit and making a plan for how to change it

Stage 4
Action: Aware of a habit and taking action to change it

Stage 5
Maintenance: Continuing the action to maintain a behavior change

Stage 6
Termination: The behavior change is in place all of the time. (we may never reach this stage)

Cultural humility: is "a process that requires humility as individuals continually engage in self-reflection and self-critique. . . to develop and maintain mutually respectful and dynamic partnerships with communities on behalf of individual patients and communities". (Tervalon & Murray-Garcia, 1998, p. 118)

Intellectual humility: is having a consciousness of the limits of one's knowledge, including a sensitivity to circumstances in which one's native egocentrism is likely to function self-deceptively; sensitivity to bias, prejudice and limitations of one's viewpoint. (Intellectual Humility, 2014).
Bias-Reducing Strategies: Stereotype Replacement
Bias-Reducing Strategies: Counter-Stereotypic Imagining
Bias-Reducing Strategies: Individuation
Bias-Reducing Strategies: Perspective-Taking
Bias-Reducing Strategies: Positive Contact
Bias-Reducing Strategies in Organizations

- **Doubt objectivity**: assuming one is objective may actually lead one to be less objective (Kang et al., 2012, p. 1173)

- **Increase motivation to be fair**: learn about and share information about implicit bias to increase internal motivation to be fair (p. 1175)

- **Improve conditions of decision-making**: Take special care to engage in thoughtful decision-making (p. 1177)

- **Count**: Use data to determine whether racially-disparate outcomes are present (p. 1178)
How can we apply these strategies in our libraries?

• Each of you has a worksheet to help you think about how you might use these strategies in your library. Take a few to take a few minutes to think about these questions and jolt down a few notes. Then turn to a partner and discuss your answers.
Thank You
To learn more. . .

Blindspot: Hidden biases of good people
References


References


