



Implicit Bias: Solano Community College

Rita Cameron Wedding, Ph.D.
Professor of Women's Studies and Ethnic Studies
Sacramento State University



Implicit Bias: Impact on
Decision-Making



Barriers and Bias

THE STATUS OF WOMEN
IN LEADERSHIP

BIAS IS UBIQUITOUS!

- <https://youtu.be/QaNbyWG45fc>
- Yale Student Sleeping
- https://youtu.be/gw4T2LWlx_s
- Florida State Commencement
- <https://youtu.be/b5rVJpSWf6g> -
- Smith College police called-student seemed “out of place”

IMPLICIT BIAS: IMPACTS STUDENTS PRESCHOOL AND THROUGH ADULTHOOD

- DECISIONS REGARDING:

- PERCEPTIONS OF BEHAVIOR
- EDUCATIONAL INTEREST
- APTITUDES
- COLLEGE DECISIONS
- TRADE INTEREST
- CAREER PATH
- SOCIAL CONSTRUCTS (MARRIAGE, CHILDREN, CARETAKING PARENTS, ETC)

IMPLICIT BIAS: SCHOOL TO PRISON PIPELINE



DISCRETIONARY DECISION-MAKING- PRE-SCHOOL SUSPENSIONS

- Black public preschool children are suspended from school at high rates: Black preschool children are 3.6 times as likely to receive one or more out-of school suspensions as white children.
- Black children represent 19% of preschool enrollment, 47% of preschool children receiving one or more out-of-school suspensions.
- White children represent 41% of preschool enrollment, 28% of preschool children receiving one or more out-of-school suspensions.
- *(2013-14 Civil Rights Data Collection)*

DO EXCLUSIONARY DISCIPLINE PRACTICES, E.G., SUSPENSIONS PROMOTE ACADEMIC SUCCESS?

- Suspensions harm well-behaved kids.

The higher the number of suspensions during the course of a semester, the lower the non-suspended students' scores on end-of-semester reading and math evaluations, the study found.

(EdSource 2015)

- *School suspensions; life-long consequences.*

School drop out, incarceration, poverty and poor health.

MICRO-AGGRESSIONS BIAS IN THE 21ST CENTURY

Not Blatant Incontrovertible Acts of Discrimination...

- Micro-Aggressions: Everyday verbal, nonverbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile derogatory or negative messages that target persons according to the stereotypes.
- Based on race, gender, LGBT/Trans persons, disabilities, elderly etc.
 - 'RESTING BITCH FACE'
 - 'YOU'RE PRETTY WHEN YOU SMILE'
 - ASSERTIVE VS. AGGRESSIVE
 - NAGGING VS. CONFIDENT

“ONE KEY OBSTACLE TO WOMEN’S LEADERSHIP IS UNCONSCIOUS OR IMPLICIT BIAS, WHICH CAN CLOUD JUDGMENT IN WAYS PEOPLE ARE NOT FULLY AWARE.”

Women have heard it all.



We've never hired a woman for this position before.

We didn't realize you liked golf.

You're so pretty, people have a hard time taking you seriously.

I need you to plan the office birthday parties.

Don't take it personally.

Will your kids get in the way of your work?

Why are you getting emotional about this?

You have a lot of experience, but we're looking for someone who has more authority.

Can you get the coffee?

I never thought a woman would be interested.

We need someone who is going to be tough.

We didn't think you'd want to get a sitter.

I've never met a woman executive.

But you're so good at taking notes.

I didn't think you'd want that much responsibility.

Women aren't natural leaders.

Don't be a barrier on a woman's path toward leadership.
Learn more at www.aauw.org. #leadHERship



IMPLICIT BIAS: POLICIES APPLIED DIFFERENTIALLY

- Colorado State University Native Students

<https://www.cnn.com/2018/05/04/us/colorado-state-university-racial-profiling-trnd/index.html>

WHAT IS IMPLICIT BIAS: IT'S NEUROSCIENCE!



“If scientists could scan our brains when we see spiders or snakes, they would see that the area of our brains that focuses on fear, threat, anxiety and distrust is triggered or, as neuroscientists say, “activates.” Studies have shown that the same area of the brain activates more when Caucasians see pictures of African American faces than when they see pictures of Caucasian ones.”

<https://implicit.harvard.edu/implicit/takeatest.html>

An overview of Implicit Bias by the Equal Justice Society

IMPLICIT BIAS WILL DICTATE OUR PERCEPTIONS AND THE WORDS WE USE

- <https://www.bing.com/videos/search?q=serena+williams+cartoon&view=detail&mid=E4BE2F407B2EA9439134E4BE2F407B2EA9439134&FORM=VIRE>

HIDDEN BIASES ON THE BENCH

- <https://player.vimeo.com/video/165006635>

COLORBLINDNESS & STEREOTYPES

- Suppresses the public discourse on race and gender and masks discrepancies in decision-making.
- Even in the non-mention of race and gender, discrimination can continue.

<https://youtu.be/6jAPwWKpiNU>

You shouldn't talk about race, think about race, because race doesn't matter; but whoever mentions race first, is the racist in the room.

-Lani Guinier

EVERYDAY BUSINESS AS USUAL

Colorblindness:

I don't notice race,

- I treat everyone the same
- I just follow the rules.
- I just read what's in the court reports.

Bias can obscure race and gender-coded language:



A young man walks through chest-deep flood waters after looting a grocery store in New Orleans on Tuesday.



Two residents waded through chest-deep water after finding bread and soda from a local grocery store in New Orleans, Louisiana.

BIAS IN LANGUAGE- PERSONNEL RECORDS, EVALUATIONS, LETTERS OF RECOMMENDATION, STUDENT CONDUCT REPORTS

- White mother “upset
- Black mother “angry
- White mother: “no drug involvement”
- Black mother: “denies” or “alleges no drug involvement”

Letters of Recommendation

- In subtle but damaging ways, the letters for women were significantly weaker than those for men, e.g.,
- Negative language, hedges, faint praise and irrelevant asides than those for men.

LANGUAGE, LIKE TOXINS, CAN BE DEADLY IN SMALL DOSES

- Subjective and ambiguous words, e.g., disrespectful, rude, threatening, hostile, belligerent, or labels, e.g., thugs, super-predators; reports, e.g., willful defiance or refused/declined services can mislead, exaggerate and distort the facts.
- Ambiguous definitions and references of students e.g., uncomfortable, intruders, suspicious, nervous, quiet, odd, creep.

BUZZWORDS

- https://youtu.be/X__Rxsh8YW4

LANGUAGE AND GENDER

- <https://toronto.citynews.ca/2017/03/11/simple-experiment-exposed-gender-bias-workplace/>

TRANSFER OF LEARNING DECISION-POINT BIASES

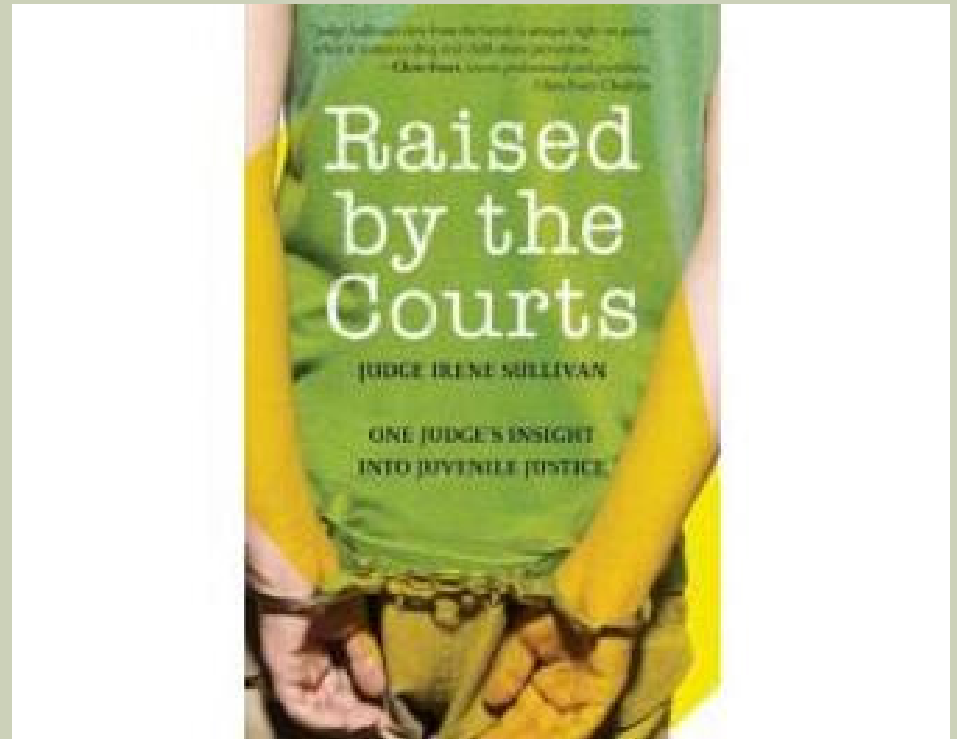
- Academic Advising
- Internship Program
- Classroom
- Regulating public discourse
- Hiring
- Faculty evaluations

INSTITUTIONAL BIAS

- School to Prison Pipeline, War on Drugs and Zero Tolerance policies, promote the criminalization of kids.
- *Criminalization: having police nearby transforms the daily school experience into a minefield of potential crimes:*
 - *fighting in the hallway → battery*
 - *swiping a classmates cell phone → theft or robbery*
 - *talking back to an officer/teacher → disorderly conduct*
 - *school discipline → arrest*
 - *Language: “Outburst of Violence”*

RAISED BY THE COURTS: JUDGE IRENE SULLIVAN

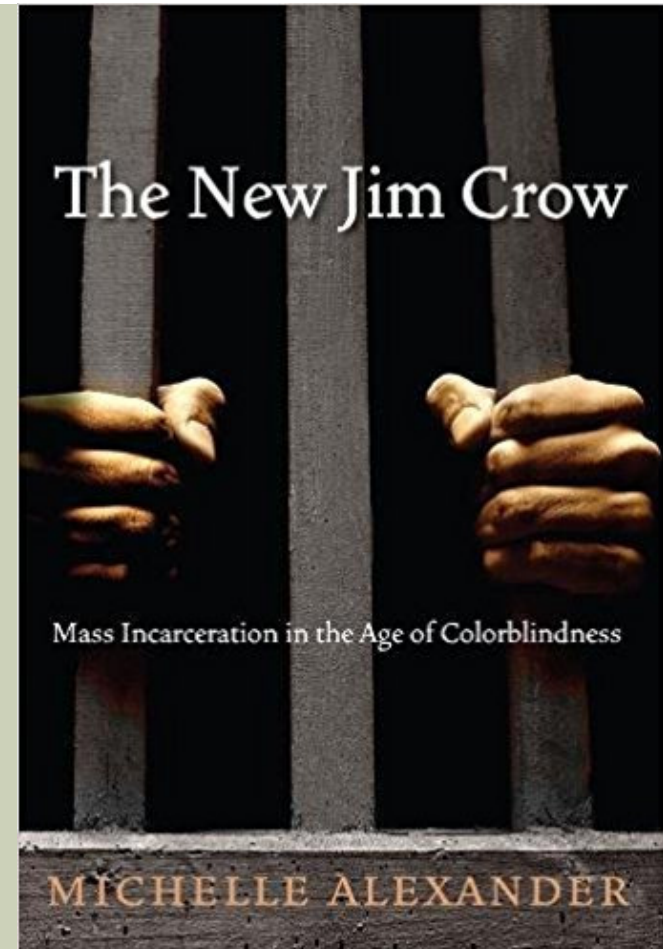
“Every week in my court, kids are charged as delinquents under criminal statutes written for adults. Only the penalties are different...”



HOW DID WE GET HERE

More Blacks are under the control of corrections-in prisons, jail, probation or parole than were enslaved in 1850, a decade before the Civil War.

The New Jim Crow
Michelle Alexander



DR. RITA CAMERON WEDDING

Contact Info:

- Email: drrcamwed@aol.com
- Phone: 916-956-1462