



# Implicit Bias

## TRAINING INSTITUTE

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Implicit Bias: Impact on  
Decision-Making



# Barriers and Bias

THE STATUS OF WOMEN  
IN LEADERSHIP

# DIVERSITY ON CAMPUS AT ALL LEVELS MATTER

Diversity matters for our schools, our communities and for our country who need leaders from different backgrounds and perspectives. *NAACP Legal Defense Fund*

# BARRIERS TO DIVERSITY

We can't find qualified minorities;

Minorities do not want to come here; they can make more money other places.

We can't talk about race; it's illegal!



# MICRO-AGGRESSIONS BIAS IN THE 21<sup>ST</sup> 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, LGBTQ, disabilities, elderly etc.

**ONE KEY OBSTACLE FOR WOMEN IN LEADERSHIP IS UNCONSCIOUS OR IMPLICIT BIAS, WHICH CAN CLOUD JUDGMENT IN WAYS PEOPLE ARE NOT FULLY AWARE.**

## Women have heard it all.



**Don't be a barrier on a woman's path toward leadership.**  
Learn more at [www.aauw.org](http://www.aauw.org). #leadHERship





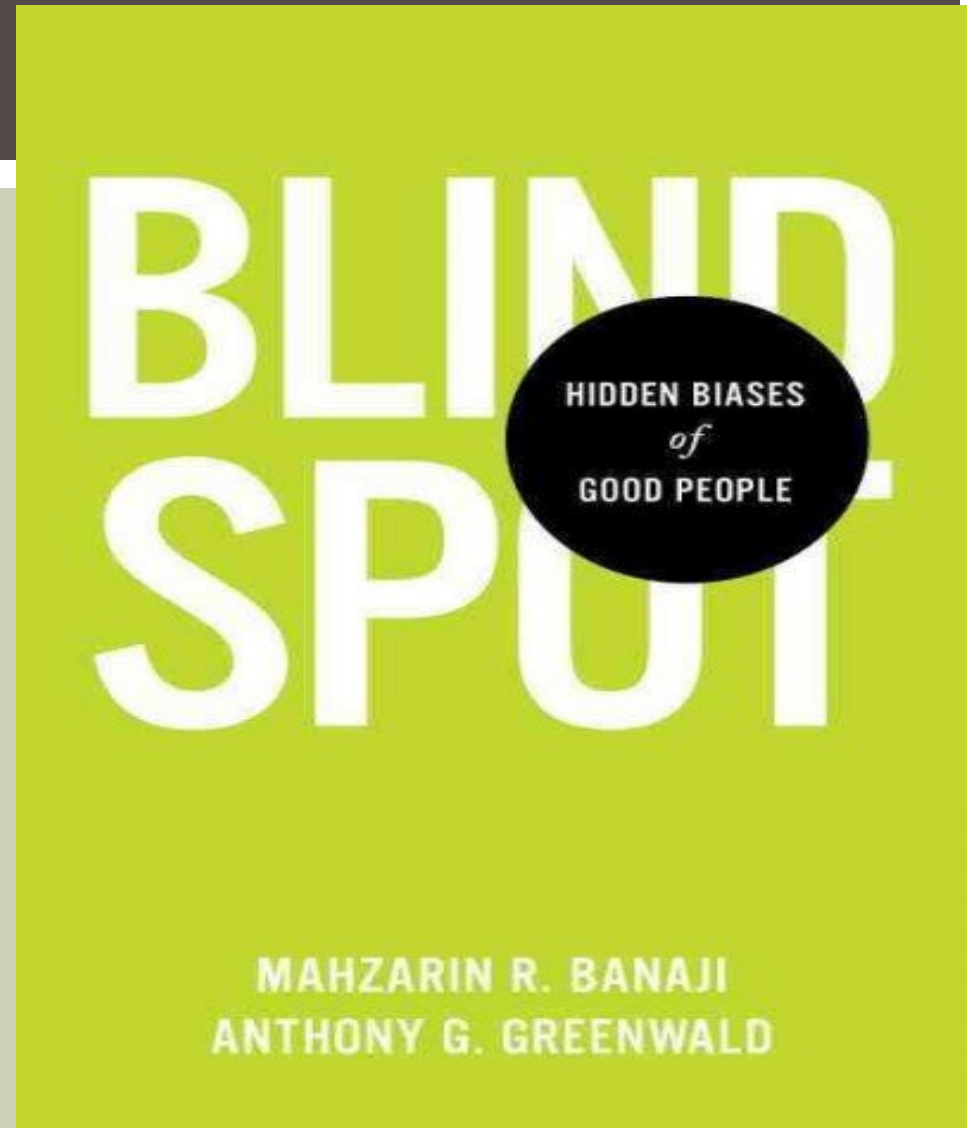
# WHAT IS IMPLICIT BIAS: IT IS NEUROSCIENCE!



**“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 white people see pictures of African American faces than when they see pictures of Caucasian ones.”**

*(An overview of Implicit Bias by the Equal Justice Society)*

**Implicit bias: The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible. (Kirwan Institute, State of Science 2017)**







# IMPLICIT BIAS AT EACH DECISION-POINT CAN INFLUENCE WHO MAKES IT THROUGH THE EDUCATION PIPELINE; STUDENTS - FACULTY

- **TRAJECTORY PRE-SCHOOL TO COLLEGE**

- K-12
- ACADEMIC ADVISING
- HONORS PROGRAMS
- STUDENT CONDUCT
- COLLEGE ADMISSIONS
- TRADE INTEREST
- CAREER PATH

# IMPLICIT BIAS: CONTRIBUTES TO GENDER PAY GAP



## IMPLICIT BIAS-GENDER PAY GAP



Would you like to work seven extra months for free just to earn the same paycheck as your male co-workers? We didn't think so. Unfortunately, If you are a black woman in the United States that is a likely reality. *AAUW The Simple Truth About the Gender Pay Gap*

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# SCHOOLS NOT PRISONS WHERE DID ALL THE STUDENTS GO?



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# 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

# DISCRETIONARY DECISIONS PRODUCE DIFFERENT OUTCOMES

Vast majority of law enforcement referrals made by schools.

Black children 4-5 times more likely, Latinos 2.3 times more likely than White children to be detained for identical offenses.

White children are 1/3 more likely to use drugs than Black children, but Black children twice as likely to be arrested on charges of drug sales.

Black students are suspended and expelled at a rate 3 times greater than White children for willful defiance behaviors, e.g., eye-rolling, profanity and talking back.

# DISCRETIONARY DECISIONS HAVE HUGE CONSEQUENCES

Black girls are five times more likely to be suspended than white girls, and twice as likely to be suspended as white boys.

Black girls are nearly three times as likely to be referred to the juvenile justice system, and 20 percent more likely to be charged with a crime than white girls.

One study found that prosecutors dismissed only 30 percent of cases against African American girls, while dismissing 70 percent against white girls.



# DISCRETIONARY DECISIONS 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)*

**IMPLICIT BIAS:  
SCHOOL TO PRISON PIPELINE  
COME AS STUDENTS- LEAVE AS FELONS**



# SCHOOL TO PRISON TO DEPORTATION PIPELINE

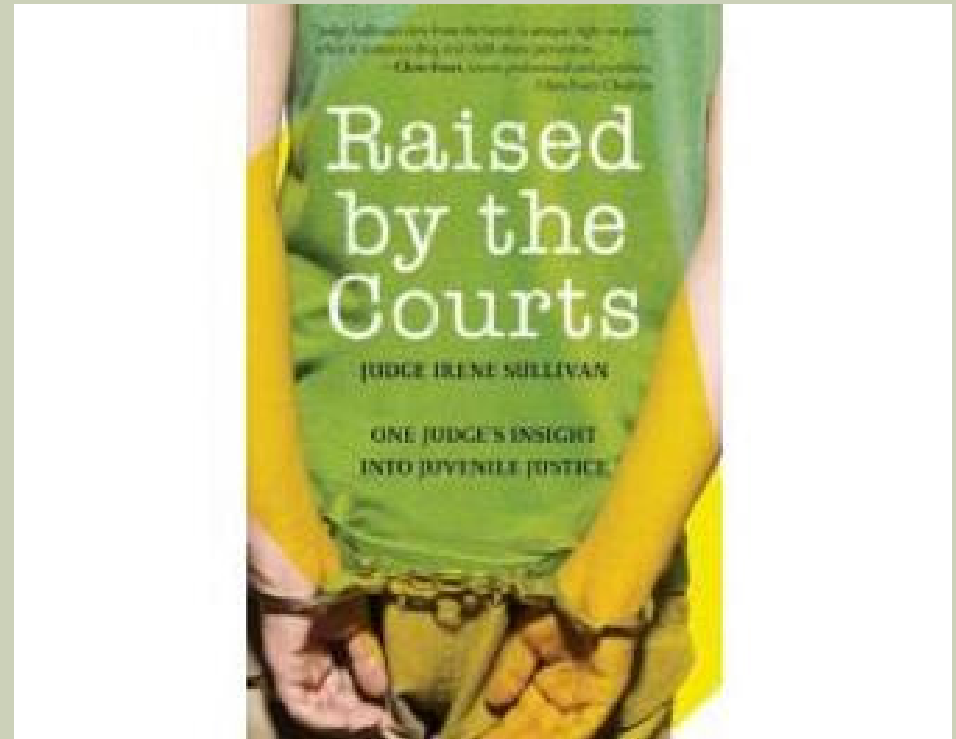
When School Resource Officers (SRO) get involved in school discipline, youth may end up being arrested for behavior that otherwise would have been handled by school staff. A simple arrest can negatively impact a non-citizen youth and potentially impact their ability to apply for immigrant status and possibly result in deportation.

# 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.

*Ricky threw an egg at a  
moving vehicle-charge: felony  
for throwing a deadly missile.*

*Alexia grabbed a friend's cell  
phone-charge: robbery by  
sudden snatching.*





# WHAT WE INVEST IN GROWS

Every year, The U.S. spends \$10,500 per child on education and \$88,000 on each child incarcerated. Sixty-six percent of children who have been incarcerated never return to school. The U.S. incarcerates five times more children than any other nation state in the world. Is this the best that America can offer the child in the 21st Century?

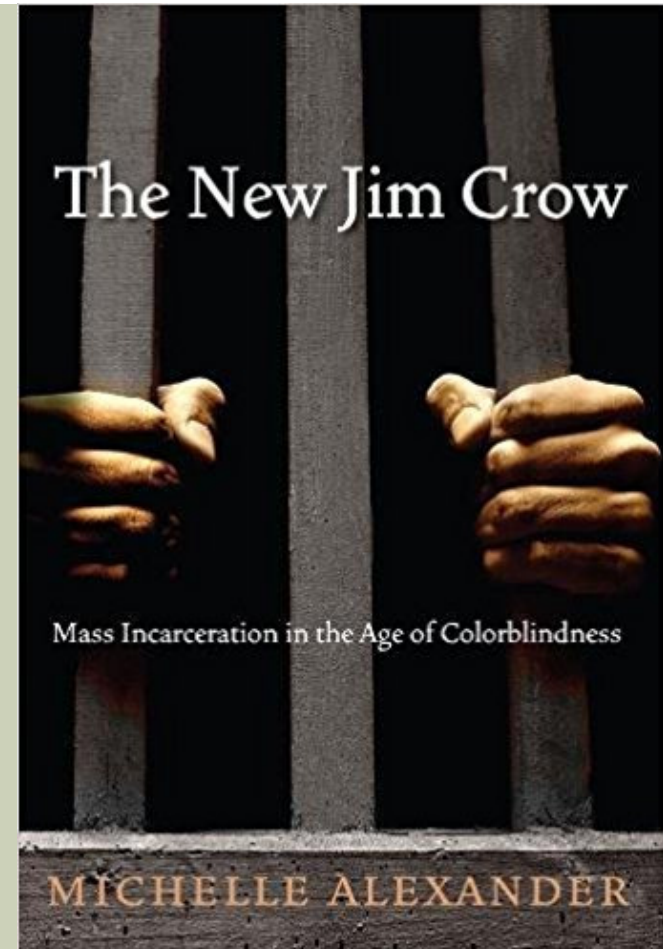
*(The School to Prison Pipeline is Institutional Racism, Huffington Post September 2016)*

# 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*





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# 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.

# RESUME GENDER BIAS

Two colleagues, male and female decided to name swap to see if they would be treated differently because of their gender.

The male using the female name experienced for the first time every suggestion of his being questioned, clients were condescending and even asked if he was single while the female using the male name was immediately trusted, unquestioned and was not exposed to unwanted sexual advances.

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

# LANGUAGE, LIKE TOXINS, CAN BE DEADLY IN SMALL DOSES

- **Criminal Language:** 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.
- **Outburst of violence vs. tantrum**
- **Campus Language:** Ambiguous definitions and references of students e.g., uncomfortable, intruders, suspicious, nervous, quiet, odd, creep.

# BUZZWORDS

- [https://youtu.be/X\\_\\_Rxsh8YW4](https://youtu.be/X__Rxsh8YW4)

# TRANSFER OF LEARNING DECISION-POINT BIASES

1. Academic Advising
2. Internships-Placements and Opportunities
3. Classroom
4. Student discipline
5. Discretionary policies
6. Hiring
7. Faculty evaluations

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