



Building a Culture of Diversity, Equity, & Inclusion through...

MANAGING IMPLICIT BIAS

DID YOU KNOW?



Implicit bias is an unconscious mental process that is activated automatically and primarily functions outside of a person's conscious awareness.

CONTEXT:



Everyone carries bias. What we hope to do today is make you more aware of how this might impact the way you interact with others.

Let's do a quick exercise. Grab a piece of paper and describe what you see in your mind when you hear the prompt. Be as specific and descriptive as possible. If you are comfortable, close your eyes to help you imagine...

- Prompt #1: You are watching a superhero movie; describe the hero in the story.
- Prompt #2: You are working in the financial industry; describe the CEO.
- Prompt #3: You are witnessing a robbery in progress; describe the suspect.

Take a moment to review what you have written. In any of the scenarios you imagined, what physical characteristics did they have? Facial piercings or tattoos? Tall or short? Did they have any physical or mental disabilities? Were they rich or poor? Was English their first language? What was their gender? What was their race?

Many of us may have envisioned similar looking people. The problem is not our implicit bias; the problem is not being aware of this bias and inadvertently excluding or diminishing those who are not as familiar to you.

There are many different types of implicit bias including affinity bias, ageism, attribution bias, beauty bias, confirmation bias, conformity bias, gender bias, and name bias. While implicit bias cannot be completely removed, it can be effectively identified and purged from institutional policies and procedures with sufficient understanding, diversity, cooperation, transparency, and accountability. Here are a few things we can do:

1. Acknowledge implicit bias exists.
2. Get curious about your own biases.
3. Create new and deeper connections.
4. Reconsider stereotypes.
5. Consider whose voices are and are not represented.
6. Foster learning and training.
7. Develop action steps.

Source: National Association of Student Financial Aid Administrators (NASFAA)

CONVERSATION ENGAGEMENTS:



1. Can you think of a bias that you may have overcome?
2. What kind of action do you feel motivated to take based on what you learned?
3. What other ideas or thoughts come to mind?

ADDITIONAL RESOURCES:



- <https://uc.sumtotal.host/Core/pillarRedirect?relyingParty=LM&url=core%2Factivitydetails%2FViewActivityDetails%3FActivityId%3D321055%26UserMode%3D0>
- <https://implicit.harvard.edu/implicit/>
- <https://uci.udemy.com/course/unconscious-bias-fuel-diversity-and-become-a-better-you/>

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