

## How Implicit Bias Functions

**Mind Bugs**, Maharin Banaji

**Link:** [youtube.com/watch?v=AFEaCFFsM2U](https://www.youtube.com/watch?v=AFEaCFFsM2U) [Jan. 10, 2018 (20 mins.)]

Maharin Banaji is a social psychologist, Harvard professor and author of the NYT bestseller *Blind Spot*. Banaji's lifelong career has been uncovering how our intentions and behaviors are often misaligned due to the disconnect between our conscious values and our unconscious bias. Banaji describes how our brains have been wired through the millennia to make split second associations. Over time, that same adaptive process created "blind spots" where our eyes and brain misinterpret information due to unconscious bias. Presenting to an Italian audience, she uses her infamous psychological tool - the Implicit Attitude Test ([implicit.harvard.edu/implicit/takeatest.html](http://implicit.harvard.edu/implicit/takeatest.html)) - to expose the hidden gender biases of the entire theatre. As an example of identifying and addressing implicit bias, Banaji tells the story of European orchestras and the relatively new practice of blinded auditions that has dramatically increased the number of women musicians from almost none to half of hires. As a tool to address biases Banaji suggests her website [outsmartinghumanminds.org](http://outsmartinghumanminds.org). To learn more visit: [Outsmartinghumanminds.org](http://Outsmartinghumanminds.org)

**"We all have implicit biases. So what can we do about it?"**

**Link:** [youtube.com/watch?v=kKHSJHkPeLY](https://www.youtube.com/watch?v=kKHSJHkPeLY) [2017 (12 mins.)]

Dushaw Hockett is the Executive Director of Safe Places for the Advancement of Community and Equity (SPACEs), a Washington, DC-based leadership development and community building organization. Hockett names the misalignment caused by implicit bias that shapes and molds behaviors in this country regarding what we say we want—for example "Protect and Serve"—versus the harmful behaviors we demonstrate—for example: Stop and Frisk. Or the school administrator committed to supporting graduation, but in a school with high suspension rates. Hockett names the characteristics of implicit bias and recommends diagnosing biases. He references the Project Implicit Bias, (<https://implicit.harvard.edu/implicit/education.html>) that can help us uncover our biases, and lead us to the internal change work needed to become the people we say want to be.

## Additional Resources:

How to Outsmart Your Own Unconscious Bias | Valerie Alexander | TEDxPasadena [Oct 22, 2018 (17 mins)] human brain is a remarkable achievement in evolution. Unfortunately, the brain activity that kept the human species alive for millions of years is the same brain activity that keeps us from achieving equality today.

<https://www.youtube.com/watch?v=GP-cqFLS8Q4>