

## Implicit Bias Part 2

Implicit Bias Peanut Butter Jelly and Racism for slides NYT

**Link:** <https://youtu.be/k5Hb1nr90sw> [Jan. 2019 (2.5 mins.)]

This video is a quick overview of what an implicit bias is and how it functions to both sort and categorize information—and also to tap into stereotypes and further racism.

Implicit Bias | Concepts Unwrapped McCombs School of Business University of Texas Austin

**Link:** <https://youtu.be/OoBvzl-YZf4> [Oct. 2018 (8 mins.)]

“Implicit bias is deep seated in the brain.... Implicit bias often runs counter to people’s conscious(ness).. in other words, people can be explicitly unbiased yet implicitly biased.” For example, while few advocate hiring whites over Blacks applicants, white people get far more call-backs and interviews; and while European symphonies claimed to want diversity, that only happened after blinded auditions began. “Measures of implicit bias better predict people’s conduct than measures of explicit bias.” Harvard University’s Project Implicit Website, home of the IAT Implicit Association Test, illuminates how implicit bias functions. In myriad studies, subjects found it much easier to associate positive words with white faces and negative words with Black faces. While the IAT does not predict how one individual will behave, on a macro level, it does predict how groups of people will behave-- especially toward marginalized persons. The antidote to implicit bias is moving the unconscious bias to the conscious brain. This takes a commitment to on-going self-reflection.

The Other Side of Bias | Quinetta Roberson | TEDxUniversityofDelaware

**Link:** <https://youtu.be/H2vvYmEZaNk> [Nov. 2020 (10 mins)]

Quinetta Roberson, Ph.D., Michigan State University social scientist, who is relatively young and Black, begins with a story; she is overheard by two white women as she explains on a phone conversation that she has to leave to teach. One of the women asks if she is an elementary school teacher. When Dr. Roberson replies that she is a professor, the other woman responds, “Good for you.” Roberson is left—again—with the feeling that her actual lived experience has challenged the two white women’s assumptions or shortcuts of what or who she should be based on their prior experiences—in this case, the profession of a Black woman who teaches. In general, we use shortcuts or assumptions all the time to make sense of new information and navigate the world. But Dr. Roberson shows us that when “things are not as we expect,” the way forward is less easy, especially when we are talking about people and individuals. Our mental shortcuts—our assumptions that are “quick, routine, reactive and driven by our instincts”—work as long as they are “true” but when the accuracy of the information runs counter to our shortcuts, too often we have difficulty making the necessary changes to accurately challenge or even acknowledge these shortcuts or implicit biases. When we are wrong, especially about how we categorize people, that “produces a feeling of mental discomfort” and we often just move on instead of sitting with that discomfort, leaning into it, and getting curious about the other person and the role of our “shortcuts”. Dr. Roberson asks that the next time our assumptions are upended, we hold onto that opportunity for reflection.



**Additional Resources:**

<https://www.youtube.com/watch?v=GP-cqFLS8Q4> How to Outsmart Your Own Unconscious Bias | Valerie Alexander | TEDxPasadena [Oct 22, 2018 (17 mins)] The 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.

[Antiracist Style Indicator \(dplummer.com\)](http://dplummer.com)