

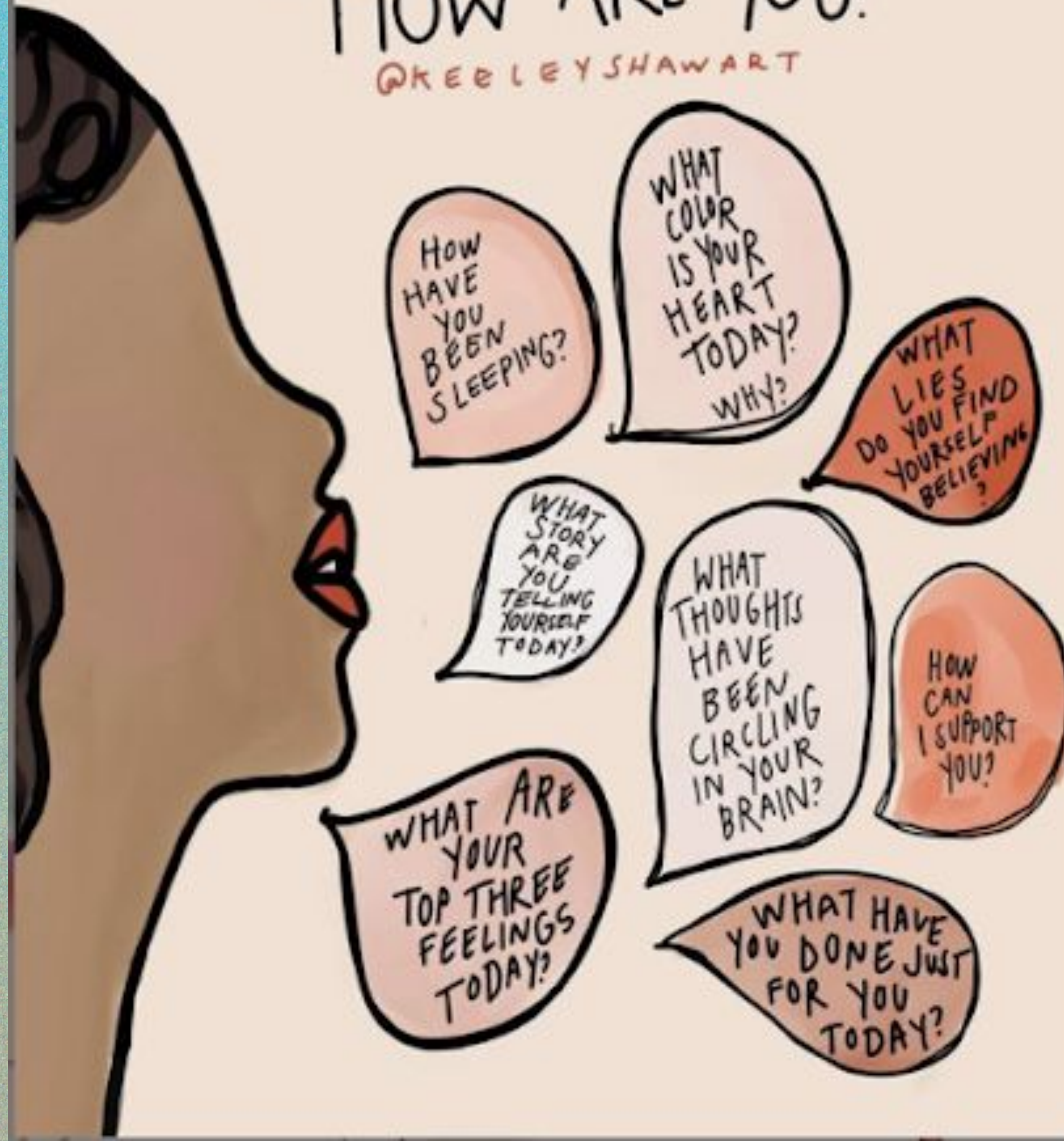
Recognizing Implicit Racial Bias

Agenda (1h 30 mins)

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| 3 mins | “The Look” (Video + Conversation Guide) |
| 5 mins | Quick Fire Breakouts “Instead of How are You?” (Prompts) |
| 5 mins | Welcome, Agenda Overview & About Me |
| 5 mins | Conversation Agreements & Conversation Goals |
| 6 mins | “A Trip to the Grocery Store with Joy DeGruy” (Video) |
| 10 mins | How Does Racism Show up in Your Life? - Individual Reflection + Journaling |
| 10 mins | What is Implicit Bias? (Videos) + White Privilege (Research + Podcast) |
| 6 mins | “Perspective Shifts with Ashley Hobbs” (Podcast) |
| 10 mins | “Implicit Bias in the Criminal Justice System” (Research + Project Implicit + Implicit Association Tests) |
| 3 mins | Intersectionality (TED Talk) |
| 20 mins | “Identity Signs » The Safe Zone Project” Breakouts (Activity) |
| 5 mins | Regroup & Wrap-up with “A Healing Moment at the Movies with Joy De Gruy” (Video) |

INSTEAD of "HOW ARE YOU?"

QUEELEY SHAWART



HOW
HAVE
YOU
BEEN
SLEEPING?

WHAT
COLOR
IS YOUR
HEART
TODAY?
WHY?

WHAT
LIES
DO YOU FIND
YOURSELF
BELIEVING?

WHAT
STORY
ARE
YOU
TELLING
YOURSELF
TODAY?

WHAT
THOUGHTS
HAVE
BEEN
CIRCLING
IN YOUR
BRAIN?

HOW
CAN
I SUPPORT
YOU?

WHAT ARE
YOUR
TOP THREE
FEELINGS
TODAY?

WHAT HAVE
YOU DONE JUST
FOR YOU
TODAY?

Conversation Goals

- Compassion for yourself, your colleagues, and your community
- Learn something about yourself regarding your relationship with racial bias
- Express how you feel about these situations
- (Eventually) become more comfortable having these conversations naturally within your inner circles and community at large

Let's acknowledge the space we are entering together as a group. Talking about race with people you may or may not know well is hard. Let's agree to join this conversation with a big heart and an openness to learn, listen and feel discomfort. From discomfort comes growth. And let's make this a safe space by making these agreements...

Conversation Agreements

- **Assume positive intent.**
- **Focus on your own experiences, using "I" statements.** No one speaks for another or for an entire group of people.
- We're here for a **discussion**, not a debate.
- **Stay engaged.** Take a moment if you feel frustrated or misunderstood.
- **Listen with curiosity** and the willingness to learn and change. Resist the desire to interrupt.
- Experience and **lean into discomfort.**
- **Expect and accept non-closure.** Don't expect resolution or definite answers. Today is just the start of conversation and potential actions to come.
- **Take Space, Make Space.** Pay attention to how much space you're taking. If you find you might be taking a lot of space up, make space for others to engage and contribute.

I'M NOT A RACIST

It can be hard for us to be honest with ourselves about how racism shows up in our own lives.

<div><input type="checkbox"/> I don't know exactly what my European American heritage is, what my great-grandparents' names were, or what regions or cities my ancestors are from.</div> <div><input type="checkbox"/> I grew up, lived, or live in a neighborhood, or went to school or a camp, which, as far as I knew, was exclusively white.</div> <div><input type="checkbox"/> I grew up with people of color who were servants, maids, gardeners, or babysitters in my house.</div> <div><input type="checkbox"/> I did not meet people of color in person, or socially, before I was well into my teens.</div> <div><input type="checkbox"/> I grew up in a household where I heard derogatory racial terms or racial jokes.</div> <div><input type="checkbox"/> I have seen or heard images, in magazines, on TV or radio, on cassettes and CDs, or in movies of (check all that apply):<div><div><input type="checkbox"/> Mexicans depicted as drunk, lazy, or illiterate</div><div><input type="checkbox"/> Asians depicted as exotic, cruel, or mysterious</div><div><input type="checkbox"/> Asian Indians depicted as excitable or "silly"</div><div><input type="checkbox"/> Arabs depicted as swarthy, ravishing, or "crazed"</div><div><input type="checkbox"/> African Americans depicted as violent or criminal</div><div><input type="checkbox"/> Pacific Islanders depicted as fun-loving or lazy</div><div><input type="checkbox"/> American Indians depicted as drunk, savage, or "noble"</div><div><input type="checkbox"/> Any character roles from non-white cultures depicted by white actors</div></div></div>	<div><input type="checkbox"/> I was told not to play with children of particular other ethnicities when I was a child.</div> <div><input type="checkbox"/> I have sometimes felt that "white" culture was "wonderbread" culture — empty and boring — or that another racial group had more rhythm, more athletic ability, was better at math and technology, or had more musical or artistic creativity than mine.</div> <div><input type="checkbox"/> I have felt that people of another racial group were more spiritual than white people.</div> <div><input type="checkbox"/> I have been nervous and fearful or found myself stiffening up when encountering people of color in a neutral public situation (for example, in an elevator, on the street).</div> <div><input type="checkbox"/> I have been sexually attracted to a person from another racial group because it seemed exotic, exciting, or a challenge.</div> <div><input type="checkbox"/> I was in a close friendship or relationship with a person of color, where the relationship was affected, stressed, or endangered by racism between us or from others.</div> <div><input type="checkbox"/> I am not in a close significant relationship with any people of color in my life right now.</div> <div><input type="checkbox"/> I have been in a close friendship or relationship with another white person where that relationship was damaged or lost because of a disagreement about racism.</div>
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I'M NOT A RACIST

It can be hard for us to be honest with ourselves about how racism shows up in our own lives.

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| <ul style="list-style-type: none"><input type="checkbox"/> I have felt embarrassed by, separate from, superior to, or more tolerant than other white people.<input type="checkbox"/> I have worked in a job where people of color held more menial jobs, were paid less, or were otherwise harassed or discriminated against and I did nothing about it.<input type="checkbox"/> I have participated in an organization, work group, meeting, or event which people of color protested as racist or which I knew to be racist and did nothing about it.<input type="checkbox"/> I have had degrading jokes, comments, or put-downs about people of color made in my presence and did not protest or challenge them.<input type="checkbox"/> I have felt racial tension or noticed racism in a situation and was afraid to say or do anything about it.<input type="checkbox"/> I have seen a person of color being attacked verbally or physically and did not intervene.<input type="checkbox"/> I live in a community where, for whatever reason, no people of color are present, so that some of these questions don't apply. | <ul style="list-style-type: none"><input type="checkbox"/> I grew up in a family or heard as a child that people of color were to blame for violence, lack of jobs, or other problems.<input type="checkbox"/> I am concerned that there is not enough attention paid to family violence and sexual assault in my community because of the focus of police and criminal justice resources on communities of color.<input type="checkbox"/> I am concerned that drug abuse in my white community is not taken seriously enough because disproportionate attention is on drug use in communities of color.<input type="checkbox"/> I experience a heightened and intrusive state of surveillance and security in my neighborhood, where I shop, in my school, when I cross borders, or when I use airports because of social fears of the dangers of people of color.<input type="checkbox"/> I have had to accept unnecessary limits on my basic civil liberties because of social fears that people of color are dangerous.<input type="checkbox"/> I have felt angry, frustrated, tired, or weary about dealing with racism and hearing about racial affairs. |
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LET'S TALK ABOUT BIAS:

- BIAS: PREJUDICE IN FAVOR OF OR AGAINST ONE THING, PERSON, OR GROUP COMPARED WITH ANOTHER, USUALLY IN A WAY CONSIDERED TO BE UNFAIR. THE MAIN FORMS OF BIAS ARE CONFIRMATION, EXPLICIT, UNCONSCIOUS, AND IMPLICIT.

- RACISM: RACIAL PREJUDICE AND INSTITUTIONAL POWER, IMPACTING SOCIETY BY PROMOTING AND PERPETUATING CULTURAL BELIEFS AGAINST PEOPLE OF COLOR AND SYSTEMIC DISCRIMINATION.

10 FORMS OF UNCONSCIOUS BIAS:

- SELECTIVE ATTENTION (SELECTIVELY SEE THE THINGS YOU WANT TO PAY ATTENTION TO OR HAVE EXPERIENCED), EX: A PREGNANT PERSON IS MORE LIKELY TO NOTICE ANOTHER PREGNANT PERSON
- DIAGNOSIS BIAS (DIAGNOSING ALL RACES REGARDLESS OF EXPERIENCE) THINKING ALL BLACK PEOPLE ACT THE SAME BECAUSE OF ONE INTERACTION
- PATTERN RECOGNITION (CREATE AND SORT INFORMATION BASED OFF PRIOR EXPERIENCE AND SETTING THEM UP AS PATTERNS)
- VALUE ATTRIBUTION (PLACING VALUE ON SOMEONE BASED ON THEIR IDENTITY), EX: A MAN IS MORE VALUABLE THAN A WOMAN DEPENDING ON THE JOB
- CONFIRMATION BIAS (PROVING A BELIEF YOU ALREADY HAVE), EX: LOOKING FOR ALL THE STEREOTYPES OF LATINOS TO CONFIRM THAT STEREOTYPE.

10 FORMS OF UNCONSCIOUS BIAS:

- PRIMING EFFECT (CREATING EXPECTATION BASED ON A BELIEF BASED OFF A PRIOR EXPERIENCE), EX: YOU INTERVIEW A WOMAN FOR A JOB AND HAD A BAD EXPERIENCE, NOW YOU THINK ALL WOMEN FOLLOWING HER WILL BE BAD

- COMMITMENT CONFIRMATION (DESPITE KNOWING A BIAS IS UNTRUE, YOU COMMIT TO KEEPING THE BIAS)

- STEREOTYPE THREAT (CONCERN OF A PERSON THAT CONFIRMS A BELIEF TO BE TRUE)

- ANCHORING BIAS (RELYING HEAVILY ON A BELIEF AND HOLDING ONTO IT), EX: ONLY PEOPLE FROM HARVARD ARE ELITE AND THE BEST SO YOU MAY ONLY HIRE ELITE COLLEGE GRADUATES

- GROUP THINK (THE ABILITY FOR A GROUP OF PEOPLE TO INFLUENCE BELIEFS EVEN IF YOU EXPERIENCE THE OPPOSITE) EX: YOU'RE SURROUNDED BY TRUMP SUPPORTERS SO YOU BECOME A TRUMP SUPPORTER TO FIT INTO THE GROUP BECAUSE THEY MUST BE CORRECT IF THEY ALL BELIEVE THE SAME THING (SLAVERY MENTALITY, THEY ALL HAD SLAVES SO IT MUST BE OK)

IMPLICIT BIAS IN THE COURTROOM

The Criminal Path

1. Police Encounter

2. Charge and Plea Bargain

3. Trial

4. Jury

5. Judge

6. Sentencing

IMPLICIT BIAS IN THE COURTROOM

The Civil Path

1. Employer Discrimination

2. Pretrial Adjudication

3. Jury Verdict

4. Motivation to Shift Standards

5. Performer Preference

Statements/Prompts:

The part of my identity that I am most aware of on a daily basis is_____.

The part of my identity that I am the least aware of on a daily basis is_____.

The part of my identity that was most emphasized or important in my family growing up was
_____.

The part of my identity that I wish I knew more about is _____.

The part of my identity that makes me feel discriminated against is _____.

The part of my identity that provides me the most privilege is _____.

The part of my identity that I believe is the most misunderstood by others is _____.

The part of my identity that I feel is difficult to discuss with others who identify differently is
_____.

RESOURCES

Videos

[“The Look” + Conversation Guide](#)

[Implicit Bias Video Series](#)

[The Urgency of Intersectionality with Kimberlé Crenshaw](#) | TED Talk

[A Trip to the Grocery Store with Joy DeGruy](#)

[“A Healing Moment at the Movies with Joy De Gruy](#)

Audio

[Perspective Shifts with Ashley Hobbs](#)

[Dr. Kamilah Majied on Privilege, Human Potential, and Contemplative Practices](#) | Voices of Esalen

Exercises

["How we think about race/ethnicity and gender" Implicit Association Task](#)

[Implicit Association Tests \(IAT\)](#)

[“Identity Signs” » The Safe Zone Project](#)

[“Instead of How are You?”](#)

Research

[White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh](#)

[Implicit Bias in the Criminal Justice System](#)