

Recognizing Implicit Racial Bias [Part 2]

Agenda (1h 30 mins)

5 mins	Quick Fire Breakouts “Instead of How are You?” (Prompts)
5 mins	Welcome, Agenda Overview & Review Part 1
5 mins	Conversation Agreements & Conversation Goals
10 mins	“Hidden Injustice: Bias on the Bench” (Video)
3 mins	Reflections on video, Introduction to Can We Reduce Bias in Criminal Justice? and the practice of Bridging Differences (Playbook)
6 mins	Bridging Differences: Intrapersonal Skills
6 mins	Bridging Differences: Interpersonal Skills
15 mins	Breakout Group #1 // Exercise #1 Empathy Quiz // Exercise #2 Shared Identity Practice
6 mins	Bridging Differences: Intergroup Skills
20 mins	Breakout Group #2 // Exercise #3 Identify Common Goals
5 mins	Regroup & Wrap-up

INSTEAD of "HOW ARE YOU?"

QUEELEY SHAWART



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.

What Is Implicit Bias?

Implicit or unconscious bias is defined as “the process of associating stereotypes or attitudes toward categories of people without our conscious awareness.”

All of us have a natural human tendency to sort people into groups based on characteristics such as age, gender, race, ethnicity, sexual orientation, disability, and religion. These unconscious responses allow our brain to process vast amounts of information about one another at lightning speed. We process approximately 200,000 times more information each second unconsciously than consciously. Having to process everything about each person we meet would be both overwhelming and likely incapacitating. Sorting is a type of cognitive shorthand.

Where Do Implicit Biases Originate?

Implicit biases are shaped by our personal experiences, the attitudes of family, friends and others, living and working environments, culture, the media, movies, and books. Implicit biases develop over the course of a lifetime, beginning at an early age.

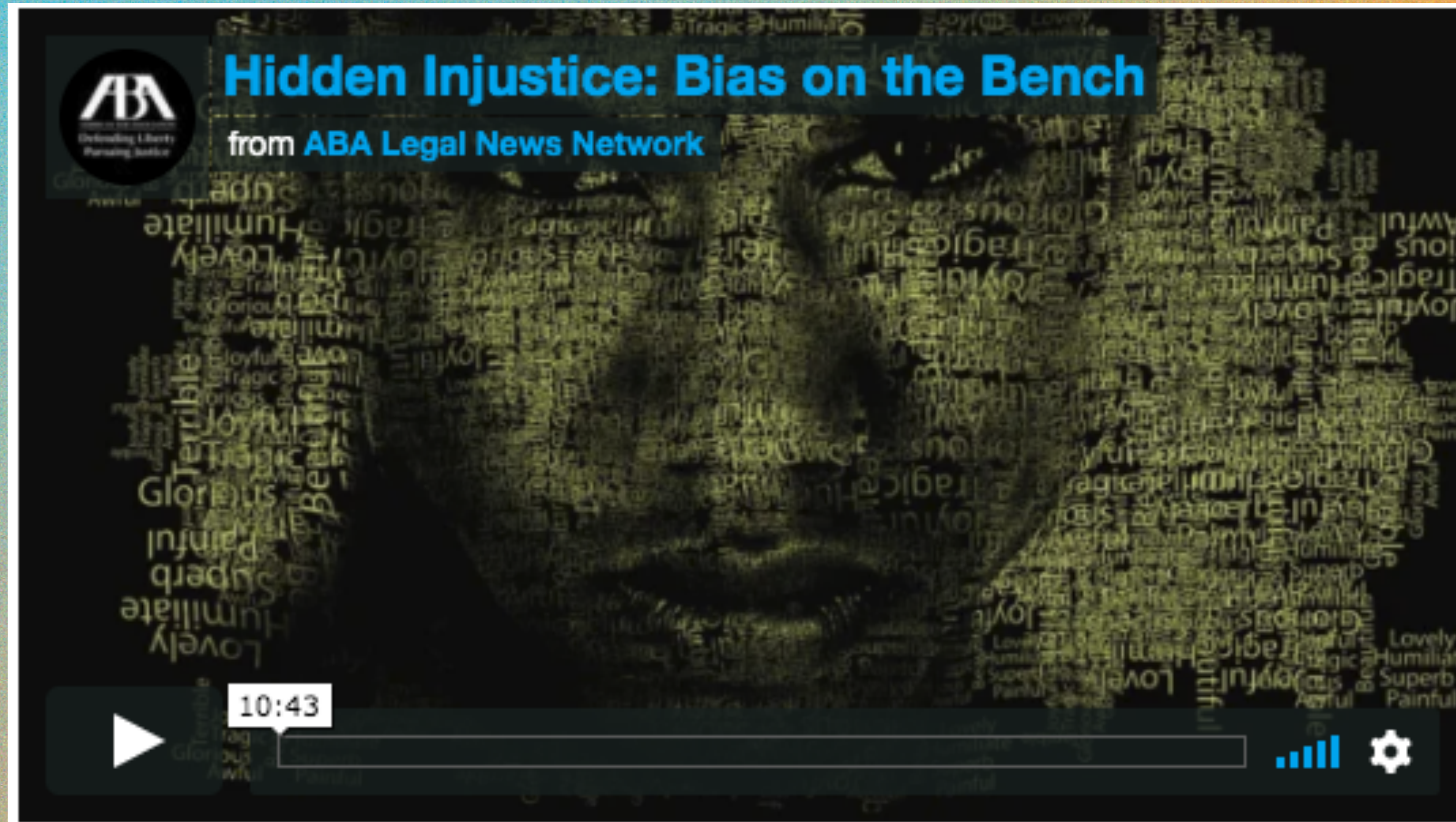
Glossary

- Attitude: The tendency to like or dislike, or to act favorably or unfavorably toward, someone or something.
- Bias: A prejudice in favor of or against one thing, person, or group compared with another, usually in a way that is considered unfair.
- Debiasing: Methods, techniques, and strategies employed to ameliorate implicit biases and develop new associations to counter our subconscious stereotypes.
- Discrimination: Behavior that treats people unequally because of their membership in a group. Discriminatory behavior, ranging from slights to hate crimes, often begins with negative stereotypes and prejudices.
- Implicit Bias: The process of associating stereotypes or attitudes toward categories of people without our conscious awareness.

Glossary

- Microaggressions: Subtle, but offensive comments or actions directed at persons based on their membership in a marginalized group that are often unintentional or unconsciously reinforce a stereotype.
- Prejudice: An opinion, prejudgment, or attitude about a group or its members (“out-group”) that stems from a preference or favoritism for the group to which one belongs (“in-group”).
- Stereotype: Making a favorable or unfavorable association between a group and a characteristic or trait —a generalization that allows for little or no individual differences or social variation. Stereotypes can be positive, negative, or neutral. They can be based on personal experiences and portrayals in mass media, and can be passed on by parents, peers, and other members of society.

IMPLICIT BIAS IN THE COURTROOM





CAN WE REDUCE BIAS IN CRIMINAL JUSTICE? | The New Science of Racial Bias

Long before Officer Derek Chauvin **killed George Floyd** in Minneapolis, researchers had identified **extensive evidence of racial bias** in the American criminal justice system.

There is explicit racism in criminal justice, of course—that is, conscious anti-black or white supremacist attitudes—in the minds of police, attorneys, judges, and other individual who work in the system. Many have argued that white supremacy is baked into the history of American criminal justice, creating structures that are biased against communities of color.

But there are other factors at work, too: Many recent studies suggest that our attitudes and behavior toward other people—particularly, but not only, people of color—are often guided by deeply ingrained judgments that operate below the conscious level. These judgments can betray prejudices that we didn’t even know we had, which makes them especially difficult to control. And in the heat of the moment, they can have tragic consequences.

That is why the Greater Good Science Center invited a range of leading experts—psychologists, law enforcement officials, and others—to answer this question: If you could take concrete steps to mitigate the effects of implicit bias on the criminal justice system, at any level, what would those be?

While expunging all biases and prejudices from our minds is psychologically impossible, we believe it is possible to reduce or prevent the most harmful effects of those biases. Getting there will require time, openness, and great political will. But it will also require something that is fundamental to our mission: learning lessons from social science research, and applying them thoughtfully to promote the greater good. —*Adapted from Jason Marsh’s introduction to the series.*

The series so far

- **Jason Marsh** on “**Can We Reduce Bias in Criminal Justice?**”
- **Jeremy Adam Smith** on “**Why Teachers are More Likely to Punish Black Students.**”
- **john a. powell** on “**Understanding Our New Racial Reality Starts with the Unconscious.**”
- **Rhonda Magee** on “**How Mindfulness Can Defeat Racial Bias.**”
- **Jack Glaser** on “**How to Reduce Racial Profiling.**”
- **Jeremy Adam Smith** on why “**Racism is Not a Mental Illness.**”
- **Tracie Keese** explains “**Three Ways to Reduce Implicit Bias in Policing.**”
- **Paul Figueroa** on “**Can Police Departments Reduce Implicit Bias?**”



Bridging Differences Playbook

Learn research-based strategies to promote positive dialogue and understanding

Skills and Strategies for Bridging Differences

Intrapersonal

The skills and strategies in this section are those that you can try on your own, without a partner. By cultivating the mindsets and experiences that orient you toward bridging, they can deepen your capacity for more positive interactions with other people and across groups.

- Assume Good Intentions
- Practice Mindfulness
- Expand Your Activities, Expand Your Views
- Seek and Promote Counter-Stereotypical Information
- Focus On Individuality, not Group Identity



QUIZZES

Empathy Quiz



Empathy is the ability to sense other people’s emotions, coupled with the ability to imagine what someone else might be thinking or feeling. Research suggests that empathic people tend to be more **generous** and concerned with others’ welfare, and they also tend to have **happier relationships** and greater **personal well-being**. Empathy can also improve **leadership ability** and facilitate **effective communication**.

But research also suggests that people differ in the extent to which they experience empathy. So how empathic are you?

The following quiz will help you find out. It draws from three scientifically validated scales that researchers have created to measure empathy: the **Toronto Empathy Questionnaire**, developed by Nathan Spreng and his colleagues; the **Interpersonal Reactivity Index**, developed by Mark Davis; and the **Emotion Specific Empathy Questionnaire**, developed by Sally Olderbak and her colleagues.

The quiz contains a total of 28 questions. Please answer them as honestly as possible--there are no right or wrong answers. The first 22 will be used to measure your level of empathy; the last six will be used by our research team to understand how empathy relates to factors like gender, birth order, and political orientation.

When you’re done, you’ll receive your empathy score, along with feedback interpreting this score and tips for strengthening your empathy skills.

Any responses submitted here will never be shared with any organization outside the Greater Good Science Center under any circumstances, ever. All responses are anonymized and only used in aggregate for research purposes.

Take The Quiz

Interpersonal

The skills and strategies included in this section are those you can deploy during interactions with other people. Some can help you step back in the heat of a moment and prevent a conflict from escalating; others can help you form stronger connections with people who you might see as different from you.

Though they seem relatively simple, it can be hard to remember to try them in the midst of a conversation, especially an intense one; it can be even harder to get them just right. But don't be discouraged: With practice, they can become more habitual and easier to execute.

You can even look for opportunities to practice them when you're by yourself—perhaps toward a character in a movie you're watching or in a book you're reading—or in less heated

conversations, so that they feel more natural when you're actively trying to bridge differences with another person.

- Listen with Compassion
- Put People Before Politics
- Perspective Taking and Giving
- Seek and Promote Counter-Stereotypical Information
- Find Shared Identities
- Understand Their Values

Shared Identity » Just Like Me

Look into one another's eyes. Next, make a list of all of the things that you share in common with one another. You might have different interests, different religious or political beliefs, or different life experiences. You may even be with folks with whom you have had a personal conflict, or who belongs to a group that has been in conflict with a group to which you belong.

Perhaps you both work for the same firm or graduated from the same school. Maybe you both have children, or a significant other. Probably you have both had your heart broken at one point or another, or have lost a loved one. At the broadest level, you both belong to the human species, which means that you share 99.9 percent of your DNA.

Now consider that the person before you has known love. Inwardly recite the phrase "Just like me, this person has loved, and has been loved." And, "Just like me, this person has known pain and loss."

Intergroup

The skills and strategies included in this section are those you can use when bringing other people or groups together. These skills are especially relevant to leaders or facilitators trying to guide people toward better interactions and deeper understanding of one another.

- Create the Conditions for Intergroup Contact
- Identify Common Goals
- Focus on Solutions, not Identities

Identify Common Goals // A way to forge connections across lines of difference.

If you could take concrete steps to mitigate the effects of implicit bias on the criminal justice system, at any level, what would those be?

Identify individual goals. Start by asking everyone to take a few minutes to individually write down their individual goals and what they sense might be common goals shared among all members of the group. Then, each person in the group shares their responses. When someone is sharing, the other group participants should practice active listening and not interrupt or respond to the goals presented.

Discuss and workshop until you've identified common goals. The goals shared might seem different, but if you dig deeper as a group, you'll discover overlaps.

Discuss the nuts and bolts involved with accomplishing these common goals.