Implicit Bias and Prejudice:

Know Thyself

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Harbor House/The University of Southern Mississippi

Just a bit about us…

- Joe:
  - B.S. in Educational Psychology/Social Studies
  - M.S. in Educational Psychology (School Psychology emphasis)
  - Ed.S. in Educational Administration (Secondary Principalship)
  - Ph.D. in Educational Psychology (School Psychology Specialty)
  - Pre-doctoral Internship at the University of Nebraska Medical Center in Omaha, NE
  - Beginning my 28th year in the Program/Department
  - Ten years as Department Chair/School Director
  - 2.5 years as a middle school classroom teacher (Social Studies)
  - 7 years as a School Psychologist in south Louisiana
  - First K-12 teaching position was in Tehran, Iran way back when…
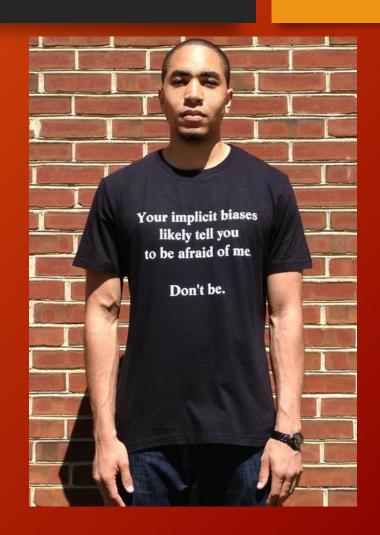
Just a bit about us...

- Stina:
  - B.S., Psychology/Therapeutic Recreation, The University of Southern Mississippi
  - M.S.W., Social Work, The University of Southern Mississippi
  - Licensed Masters Social Worker, MS.
  - Intern Therapist, Pine Grove Behavioral Health, Next Step.
  - Clinical Therapist, Sunflower Landing , Region One Mental Health
  - Primary Clinical Therapist, Harbor House Chemical Dependency Services
    - Substance Use Disorders/ Addiction, Co-Occurring Disorders
    - DBT- Dialectical Behavior Therapy
    - EMDR- Trauma Informed
  - PERSONAL/ PROFESSIONAL

Implicit Bias defined...

- Social psychologists Mahzarin Banaji and Tony Greenwald first coined the term *implicit bias* in the 1990s.

- published their theory of implicit social cognition, which asserted that individuals' social behavior and biases are largely related to unconscious, or implicit, judgments.

- The term grew in popularity in 1998, when Banaji and Greenwald developed the well-known Implicit Association Test (IAT) to confirm their hypothesis.

- Thoughtco.com

The *Implicit Association Test (IAT)* measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science.

PROJECT IMPLICIT SOCIAL ATTITUDES
Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

E-mail Address   LOGIN   REGISTER

Percent of web respondents with each score

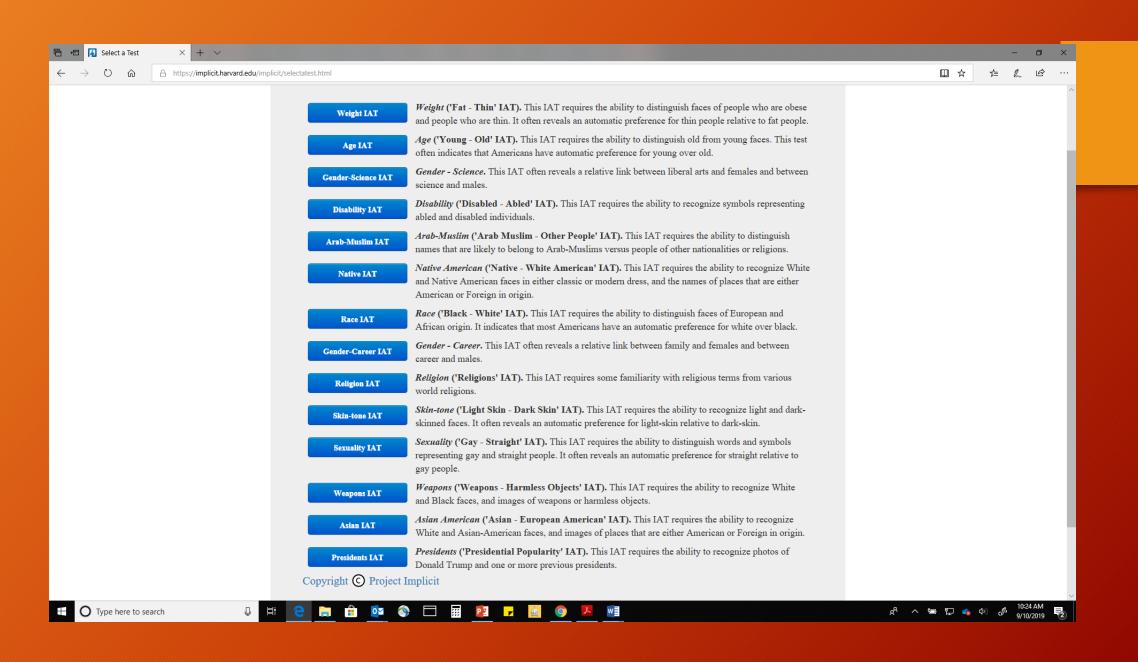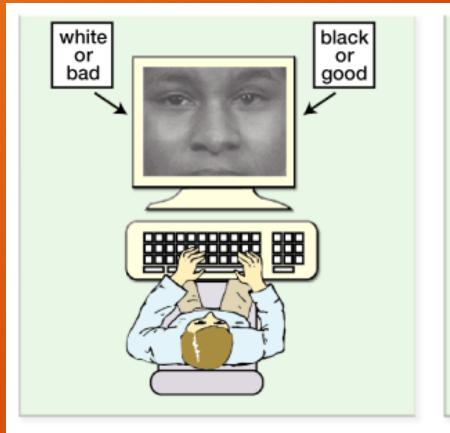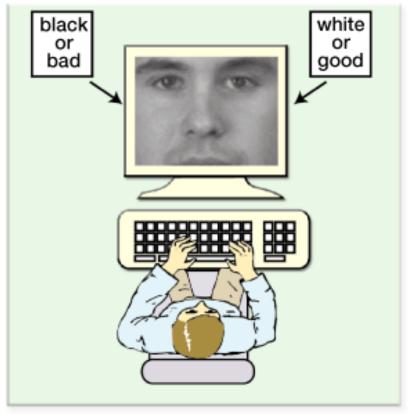|	
Strong automatic preference for abled people compared to disabled people	33%
Moderate automatic preference for abled people compared to disabled people	27%
Slight automatic preference for abled people compared to disabled people	16%
Little to no automatic preference between abled and disabled people	15%
Slight automatic preference for disabled people compared to abled people	5%
Moderate automatic preference for disabled people compared to abled people	3%
Strong automatic preference for disabled people compared to abled people	1%

Click for detailed summary

https://implicit.harvard.edu/implicit/selectatest.html

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Gender-Science IAT

Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.

Disability IAT

Disability ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.

Arab-Muslim IAT

Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

Native IAT

Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Religion IAT

Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Weapons IAT

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

Asian IAT

Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
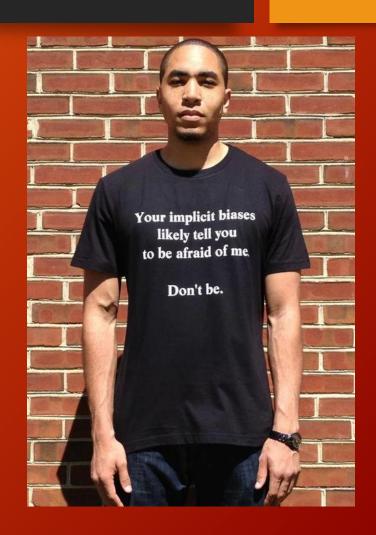
Implicit Bias defined…

- "…describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge."

- An example…"white people will frequently associate criminality with black people without even realizing they're doing it."

- "Implicit biases often predict how we'll behave more accurately than our conscious values."

- *Implicit bias is a universal phenomenon, not limited by race, gender, or even country of origin.*

- perception.org

Implicit Bias defined…

- "An implicit bias is any unconsciously-held set of associations about a social group."

- "Implicit biases can result in the attribution of particular qualities to all individuals from that group, also known as stereotyping."

- "Implicit biases are the product of learned associations and social conditioning."

Implicit Bias defined…

- "They often begin at a young age, and most people are unaware that they hold them."

- "Importantly, these biases do not necessarily align with personal identity."

- "It's possible to unconsciously associate positive *or* negative traits with one's own race, gender, or background."

Where it might influence our interactions...

Workplace:	School Setting
Co-workers	Co-workers
Customers	Students
Clients	Parents
Patients	Families
Community	IEP/ISP

Where it might influence our interactions…

"Holding an implicit bias towards a particular social group can determine how you treat an individual from that group. Implicit biases affect human behavior throughout society, including in classrooms, workplaces, and the legal system."

How might your implicit biases be demonstrated/displayed???

- Do you have a friend who is gay? How do you feel when hanging with your friend who is gay?

- Do you have a doctor who is black/African American?

- Do you seek out a male versus a female doctor?

- Do you exclude buying a house in certain neighborhoods?

- Do you avoid driving through certain parts of town on trips to and from home?

- Do you select a certain cashier at Walmart? That is, if you can actually get access to a cashier!!!

- Male versus a female babysitter?

Effects in the Classroom

- Implicit bias affects how teachers treat students in the classroom.
- "Research conducted by the Yale Child Study Center found that black children, particularly black boys, are more likely to be expelled and suspended from preschool for "challenging behavior" than white children.
- "…when primed to look for such challenging behavior, teachers tended to look longer at black children, particularly boys.
- "The results suggested that implicit racial bias affects educational access and achievement in the classroom."
  - Thoughtco.com

Nationwide, as many as 95 percent of out-of-school suspensions are for nonviolent misbehavior--like being disruptive, acting disrespectfully, tardiness, profanity, and dress code violations.

--Arne Duncan, U.S. Secretary of Education

KIRWAN INSTITUTE
for the Study of Race and Ethnicity
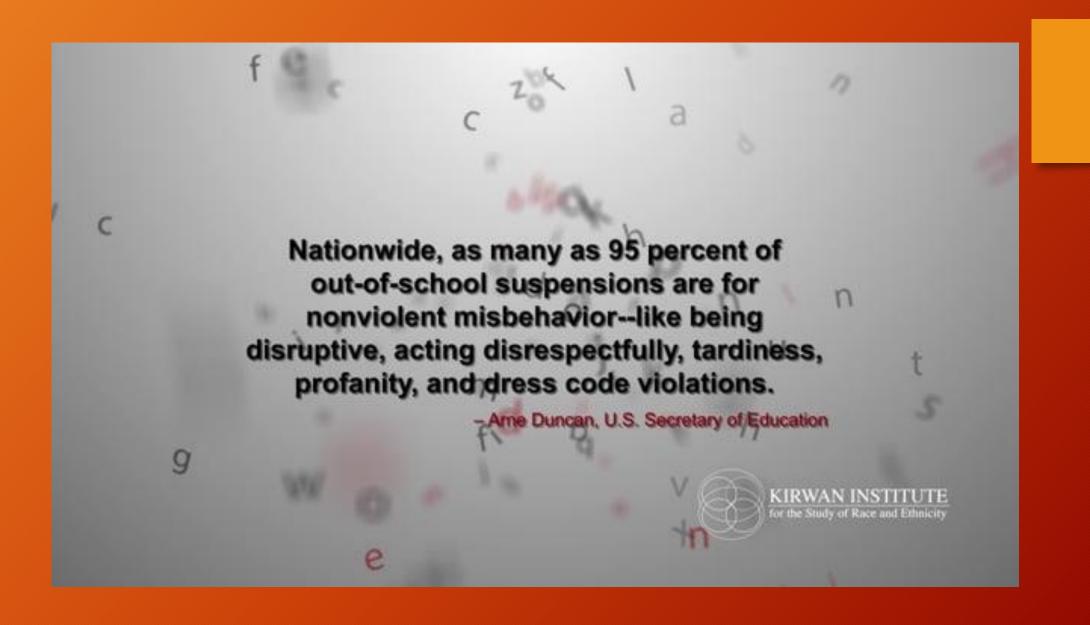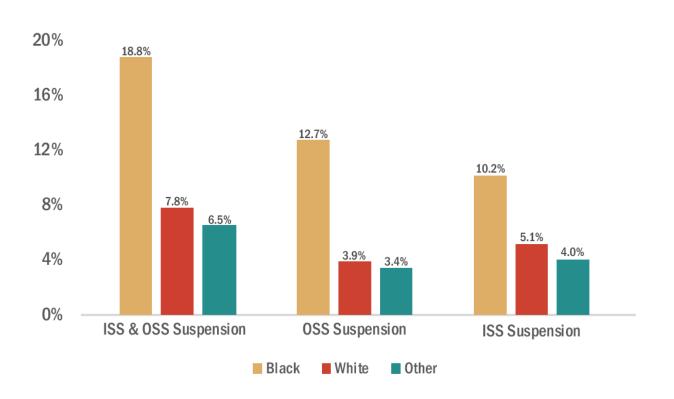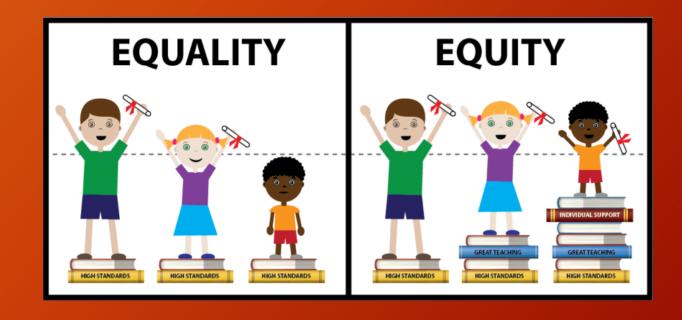
Figure 6. Suspension Rates by Race (2014)

Suspension Rates by Race in 2014: Racial disparities in suspensions are apparent nationwide and the discipline gap is especially stark in Mississippi. Black students in 2014 were more than twice as likely to receive a suspension compared to White students. Nineteen percent of all Black public school children during the 2014-2015 school year received an OSS or ISS compared to eight percent of White children during the same school year.

Not every disability is Visible.

EQUALITY

EQUITY

Effects in the Workplace

- "Studies have shown that identical resumes receive a different number of callbacks depending on the name at the top of the document."

- Across all industries, resumes with a name commonly associated with black individuals received fewer callbacks than those with names associated with white individuals."

- "Comparable implicit bias has also been shown in relation to gender and age."

    - Thoughtco.com

Effects in the Legal System

- "…black defendants are more likely to be treated harshly in the courtroom than white defendants."
- "Prosecutors are more likely to charge black defendants and less likely to offer them plea bargains."
- "Plea bargains offered to white defendants tend to be more generous than those offered to black or Latino defendants."
- "Juries are more likely to exhibit bias against defendants of a race different from the racial background of the majority of the jury."
- "IAT tests have shown implicit associations between the words black and guilty."
  - Thoughtco.com

Effects of Implicit Bias…

- Stereotype threat
  - "when an individual internalizes negative stereotypes about a group to which they belong."
  - Negative self-fulfilling prophesy

Implicit Bias vs. Racism

- Implicit bias and racism are related concepts.
- Implicit bias is an unconsciously held set of associations about a particular group.
- Racism is prejudice against individuals from a specific racial group and can be either explicit or implicit.
- Implicit bias can lead to implicitly racist behavior, like when a teacher disciplines black children more harshly than white children, but many individuals harbor implicit biases without ever displaying overt racism.
  - Thoughtco.com

Prejudice defined…

- preconceived opinion that is not based on reason or actual experience

- an adverse opinion or leaning formed without just grounds or before sufficient knowledge

- an irrational attitude of hostility directed against an individual, a group, a race, or their supposed characteristics

- An instance of adverse opinion considered collectively.
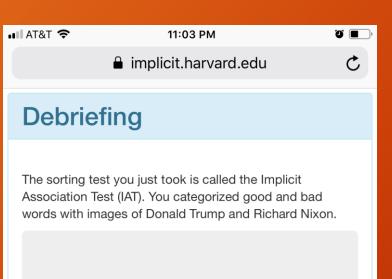
Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with images of Donald Trump and Richard Nixon.

Here is your result:

Your data suggest a moderate automatic preference for Richard Nixon over Donald Trump.

Your result is described as an "Automatic preference for Richard Nixon over Donald Trump" if you were faster responding when *Richard Nixon* and *Good* are assigned to the same response key than when *Donald Trump* and *Good* were classified with the same key. Your score is described as an "Automatic preference for Donald Trump over Richard Nixon" if the opposite occurred.
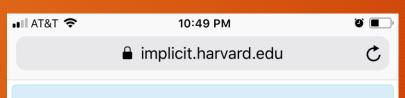
Your automatic preference may be described as "slight", "moderate", "strong", or "no preference". This indicates the *strength* of your automatic preference.

🔒 implicit.harvard.edu ↻

Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with images of Disabled Persons and Abled Persons.

Here is your result:

Your data suggest a strong automatic preference for Abled Persons over Disabled Persons .

Your result is described as an "Automatic preference for Disabled Persons over Abled Persons" if you were faster responding when *Disabled Persons* and *Good* are assigned to the same response key than when *Abled Persons* and *Good* were classified with the same key. Your score is described as an "Automatic preference for Abled Persons over Disabled Persons" if the opposite occurred.
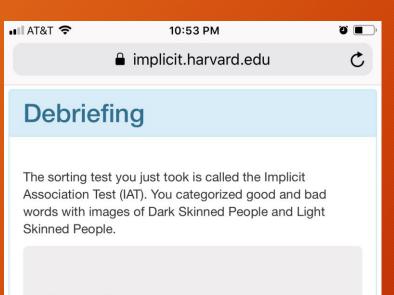
Your automatic preference may be described as "slight", "moderate", "strong", or "no preference". This indicates the

Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with images of Dark Skinned People and Light Skinned People.

Here is your result:

Your data suggest a slight automatic preference for Dark Skinned People over Light Skinned People.

Your result is described as an "Automatic preference for Dark Skinned People over Light Skinned People" if you were faster responding when *Dark Skinned People* and *Good* are assigned to the same response key than when *Light Skinned People* and *Good* were classified with the same key. Your score is described as an "Automatic preference for Light Skinned People over Dark Skinned People" if the opposite occurred.

Your automatic preference may be described as "slight", "moderate", "strong", or "no preference". This indicates the

You have completed the study.

Your result:

Your data suggest a moderate automatic preference for Straight people over Gay people.

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with stimuli related to Gay people and Straight people.

Disclaimer: The results are not a definitive assessment of your implicit preference. The results may be influenced by variables related to the test (e.g., the category labels or particular items used to represent the categories on the IAT) or the person (e.g., how tired you are). The results are provided for educational purposes only.

How Does The IAT Work?

The IAT measures the strength of associations between concepts (e.g., Gay people and Straight people) and evaluations (e.g., good and bad). The main idea is that making a response is easier when closely related items share the same response key. We would say that one has an implicit preference for Gay people relative to Straight people if they are faster to categorize words when Gay people and Good share a response key relative to when Straight people and Good share a response key.

Why Should I Care About My IAT Score?

Implicit preferences can predict behavior. Implicit preferences are related to discrimination in hiring and promotion, medical treatment, and decisions related to criminal justice.

What Can I Do About an Implicit Preference That I Do Not Want?

Right now, there is not enough research to say for sure that implicit biases can be reduced, let alone eliminated. Packaged "diversity trainings" generally do not use evidence-based methods of reducing implicit biases. Therefore, we encourage people to instead focus on strategies that deny implicit biases the chance to operate, such as blind auditions and well-designed "structured" decision processes.

Other People's Results

The summary of other people's results shows that most people implicitly prefer straight people to gay people - i.e., they are faster sorting when good words and straight images go with the same key. Notably, half of the people included in this graph report having no preference between the groups.

Percent of web respondents with each score

Strong automatic preference for straight people compared to gay people	25%
Moderate automatic preference for straight people compared to gay people	24%
Slight automatic preference for straight people compared to gay people	15%
Little to no automatic preference between straight and gay people	18%
Slight automatic preference for gay people compared to straight people	8%
Moderate automatic preference for gay people compared to straight people	7%

Your result:

Your data suggest a strong automatic preference for Abled Persons over Disabled Persons .

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with images related to Disabled Persons and Abled Persons.

Disclaimer: The results are not a definitive assessment of your implicit preference. The results may be influenced by variables related to the test (e.g., the category labels or particular items used to represent the categories on the IAT) or the person (e.g., how tired you are). The results are provided for educational purposes only.

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Other People's Results

The summary of other people's results shows that most people implicitly prefer abled persons to disabled persons - i.e., they are faster sorting when good words and abled persons images go with the same key. Notably, more than 50% of the people included in this graph report having no preference between the two groups.

Percent of web respondents with each score

Score	Percent
Strong automatic preference for abled people compared to disabled people	37%
Moderate automatic preference for abled people compared to disabled people	27%
Slight automatic preference for abled people compared to disabled people	14%
Little to no automatic preference between abled and disabled people	14%
Slight automatic preference for disabled people compared to abled people	5%
Moderate automatic preference for disabled people compared to abled people	3%
Strong automatic preference for disabled people compared to abled people	1%

This distribution summarizes 305,739 IAT scores for the Disability task completed between April 2004 and December 2015.

What About Order Effects?

One very common question is about the order of the parts of the IAT. The answer is yes, the order in which you take the test can influence on your overall results. But, the effect is very small. So if you first pair Disabled Persons + Bad and then pair Disabled Persons + Good, your results might be just a tiny bit more negative toward Disabled Persons than they would be if