

## TIDE Session 2 - Unpacking Implicit Bias

### 1. TIDE Session 2

#### 1.1 Unpacking Implicit Bias



#### Notes:

Welcome to our second session in our Training on Inclusion, Diversity and Equity series.

I am again Tessa Boutwell from VCU's Office of Strategic Engagement, where our mission is to support educators and community organizations by creating a culture of equity in your workplace through education and collaboration. And we have the pleasure of doing that through this series with all of you, so thank you for joining us and for all that you do in your organizations.

## 1.2 Virginia Board for People with Disabilities

# Virginia Board for People with Disabilities



Funding for this project/product was supported, in part, by the Virginia Board for People with Disabilities, under grant number 2101VASCDD-00, from the U.S. Administration for Community Living (ACL), Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects with government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official ACL policy.

Funding for this project/product was supported, in part, by the VCU School of Education Office of Strategic Engagement. The mission of the Office of Strategic Engagement is to support educators by creating a culture of educational excellence and equity in schools and communities through education, collaboration and innovation. We provide relevant, research-informed professional learning aimed to increase awareness and drive strategic actions in the area of diversity, equity, and inclusion.

### Notes:


Thank you to the VA Board for People with Disabilities for providing the funding for this project.

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Our goal is of course to provide a means for community-based organizations (CBOs) to explore their own biases; expand their knowledge of inclusion, diversity, and equity concepts; and increase emotional intelligence regarding intersecting cultural and social identities among those with intellectual and developmental disabilities.

Thank you to this sponsor, and of course to the Partnership for People with Disabilities for providing funding for this series.

### 1.3 RULES OF ENGAGEMENT

RULES OF ENGAGEMENT	
<p><b>Be Open</b> – Listen radically with vulnerability and empathy</p>	
<p><b>Be Self-Reflective</b> – Learn with a sense of critical inquisition</p>	
<p><b>Be Engaged</b> – Leverage knowledge to challenge perceptions and biases, discover commonalities, and take action</p>	
	Office of Strategic Engagement

**Notes:**

We introduced these rules of engagement to you during our first session together. Before we get started today, let's review them.

First, Be open: we invite you to listen radically and vulnerability with empathy. We understand that some of these topics may be a bit uncomfortable and we challenge you to consider your thinking. We invite you to be open in your listening and to feel comfortable with being vulnerable while sharing and reflecting your experiences.

Next, Be self-reflective: A lot of the information in this series requires you to self-reflect. We want to emphasize that this is a journey and you will continue to learn and grow. Self-reflection will be key in your work as you seek to be a more culturally responsive practitioner.

Finally, Be engaged: Engagement looks different for everyone. However, we'd like you to connect with the content and material that's being shared. If something resonates with you, we invite you to pause, reflect, and take notes. We also encourage you to engage beyond this series and to continue to ask yourself questions about how this content is relevant to you in ~~and~~ the work you do.

### **1.4 Defined diversity, equity, and inclusion,**

#### **Quick Recap: Last time we....**

- Defined diversity, equity, and inclusion,
- Reflected on our own interactions with DEI in our roles, and
- Chose our individual/organizational goals for the series

#### **Notes:**

Here's a quick recap of what we covered during our last session together. First we define diversity, equity, and inclusion.

Diversity is the condition of having or being composed of different elements; variety, especially the inclusion of different types of people (as people of different races or cultures) in a group or organization.

Equity refers to fairness and justice and is distinguished and derived from diversity. Inclusion requires us to take daily action to include those from


historically marginalized communities.

During this session, we also reflected on our own interactions with DEI in our roles, and how these terms have shown up in our work. To conclude, you also set goals that you hope to achieve by the end of the series.

The DEI journey is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures. Today's session will give you time to continue reflecting on your background and experiences.

### **1.5 SESSION GOALS**

## SESSION GOALS



- 01 Define implicit bias**
- 02 Reflect on our own biases**
- 03 Consider how our own assumptions impact the organizations we serve**

#### **Notes:**

Let's dive right in to our session goals for this module. First we will define implicit bias. I'm sure you may have different ideas that come to mind when you hear the two words implicit bias. Language is extremely important, we want to ensure that everyone is on the same page when it comes to defining what implicit bias means.


Then, we'll take time to reflect on our own biases. We all have them. These biases show up differently for each of us in our daily lives. It will be important that beyond today you take time to continue to reflect on your biases and remain self-aware.

Our biases often come from the assumptions and preconceived notions that we have about others before we truly get to know them. That's why we will also take time to consider how our own assumptions impact the organizations we serve.

One of the main reasons we wanted to focus on implicit bias is because our biases do show up and all of our interactions with those around us. You will have time to reflect on your own today about how implicit bias impacts you and those around you.

## **1.6 Implicit Bias**

# Implicit Bias



Do you know it when you see it?

**Notes:**

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Let's all take a moment and reflect.

Do you know implicit bias when you see it? Think about the people that you interact with on a daily basis. From the time we wake up until the time we go to sleep, we're interacting with people from all backgrounds and all avenues of life.

What perceptions do you automatically have of people when you first see them based on their presenting identities?

Do you judge people based on what you see, instead of getting to know them? To ask questions to learn about others lived experiences?

It's easy for many of us to look at someone and judge them based on their presenting identities.

Presenting identities are the identities that we assume someone has based on what we can see. Moving beyond our implicit biases require us to build authentic relationships and to get to know others.

## ***1.7 Have you ever had the wrong impression of someone who was different from you?***

### **Reflect**

- Have you ever had the wrong impression of someone who was different from you?
- Has anyone ever had the wrong impression of you?



#### **Notes:**

Now let's take time to reflect on these questions.

Have you ever had the wrong impression of someone who was different from you? Has anyone ever had the wrong impression of you?

Having an implicit bias does not mean that you don't value inclusion. It does mean that you may not be aware of how your biases are impacting your actions or decisions.

It's important to note that an implicit bias may run counter to a person's conscious and values, out them realizing it.

A common example of implicit bias is favoring or being more receptive to familiar-sounding names than those from other cultural groups.

Because of our own lived experiences and cultural backgrounds we have to actively work against our biases to truly be inclusive of others from different backgrounds.



## 1.8 Understanding Our Implicit Biases

### Understanding Our Implicit Biases

- **Implicit biases are pervasive.** Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- The **implicit associations we hold do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to **hold implicit biases that favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- **Implicit biases are malleable.** Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned.

#### Notes:

Here are a few aspects of implicit bias that we want to highlight. First, implicit biases are pervasive. We all have them, if we consider ourselves to be fair and impartial. We might even say that we are very objective individuals, it does not exclude us from having implicit biases. That's why we must all take the effort to truly pause and reflect on the biases we have. None of us are excluded.

Next, the implicit associations we hold do not necessarily align with our declared beliefs. As previously stated, it's not unusual for an individual to have an implicit bias that does not align with their values or outwardly expressed beliefs. That's why it's so important that we reflect on what biases we have. It is extremely difficult to change what you are not aware of.

We tend to hold implicit bias that favor our own ingroup. Research indicates that can hold implicit biases against our in group, but it's more likely that we favor those who share our social identities. Consider: If you are a man do you typically hold biases that favor other men? If you are a woman, do you find yourself holding biases that favor other women?

Finally, implicit biases are malleable. This means that you have the opportunity to change them. As you continue your DEI journey, you will keep learning and growing. It is important for you to know that just as you are learning, you can also unlearn old habits and beliefs.

Implicit biases, microaggressions, and stereotypes are interrelated concepts. Implicit biases are developed through exposure to stereotypes and other forms of misinformation over time.

For example, using the analogy of peanut butter & jelly. An association that over years, when you think of one you often think of the other.

## 1.9 Bias

### Bias

- a tendency to believe that some people, ideas, etc., are better than others that usually results in treating some people unfairly
- a strong interest in something or ability to do something



#### Notes:

Bias is defined as a tendency to believe that some people or ideas are better than others. This usually results in treating some people unfairly. It can also be defined as a strong interest in something or ability to do something.

For example, an explicit bias may be that dog people feel more strongly that dogs are better than cats. However, an explicit bias is largely different from an implicit explicit.



implicit biases we have and how they present.

### **1.11 Video Reflection**

**How do you feel when people make assumptions about you or the supports that you need?**

**Notes:**

Now, we will watch another video that the Partnership for People with Disabilities has recorded and shared with us.

In this video, you'll hear a young lady respond to this question "How do you feel when people make assumptions about you or the supports that you need?" As she gives her response, I urge you to listen and take a moment to reflect on her words.

## 1.12 Pause and Consider

### Pause and Consider

- What are the dangers of making assumptions about others?
- How do our assumptions have long-term consequences?
- What are some ways to break down stereotypes and assumptions within our communities?



#### Notes:

Let's pause here and consider the following questions. What are the dangers of making assumptions about others? How do our assumptions have long-term consequences? What are some ways to break down stereotypes and assumptions within our community? Reflect on these questions before moving to the next slide.

### 1.13 Unlearning Our Implicit Biases

## Unlearning Our Implicit Biases

- **Increase your awareness** of your own biases and sources of these biases
- **Increase your exposure to members of different groups** and form interpersonal relationships with others who are different than you
- **Focus on seeing people as individuals**, as well as members of a group
- **Consciously work** on your own internalized stereotypes and critically question them
- **Take time to explore how you are making decisions** that impact others and be open to examining if bias might be occurring

#### Notes:

Now I'd like to give you some strategies for how you can unlearn implicit biases.

First, you should increase your awareness of your own biases and sources of these biases. Does your cultural background impact your assumptions of others? Maybe you watch a lot of television and media sources; do you believe the assumptions based on what you see through these mediums? Remember, the first step that we all must take before we can make change. Consider which experiences and interactions are creating the judgements and assumptions that you may have of others.

Next, you should increase your exposure to members of different groups and form interpersonal relationships with those who are different. Who is in your immediate circle of friends? Do you take an active interest in building relationships with people who are different than you? If not, consider expanding your interactions and conversations by intentionally making an effort to get to know people with whom you may not normally interact.

Next, focus on seeing people as individuals, as well as members of a group. We are humans, and we are complex. We each have our own identities, and we experience these identities in different ways. While also appreciating that

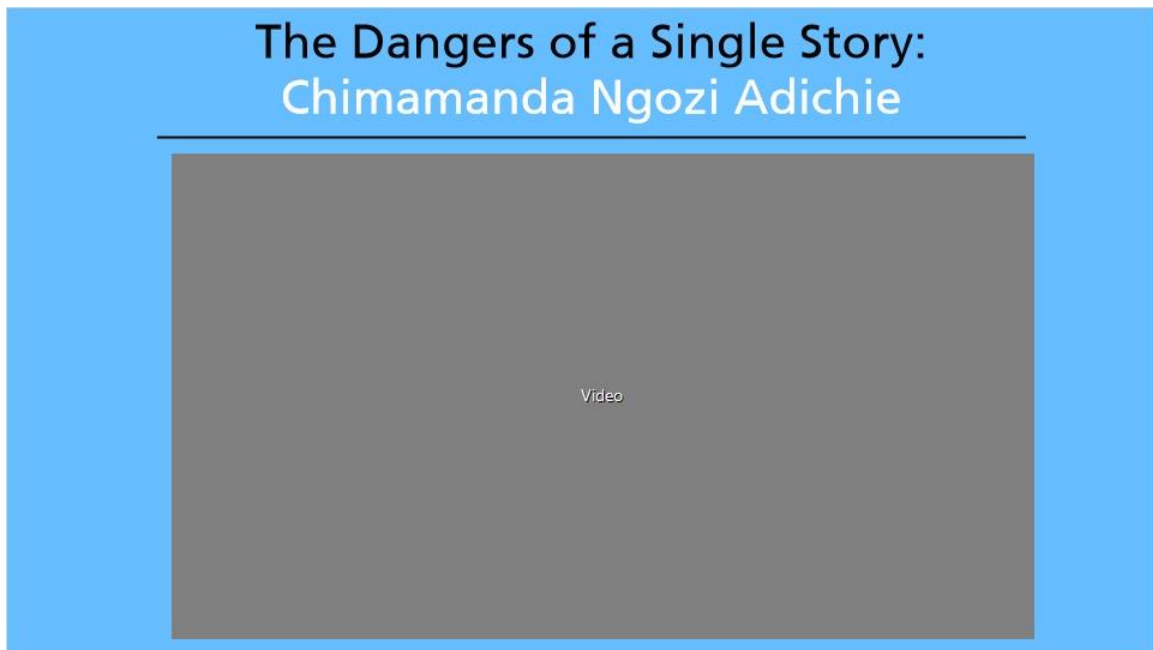
people can be members of a group, make an active effort and to understand who they are as individually as well. While people who share similar social identities may experience them in similar ways, you want to make space for the individual nuances that we all bring.

Earlier, I mentioned how stereotypes influence the biases that we hold. You should consciously work on your own internalized stereotypes and critically question them. Again, we cannot change what we do not know. It is important to reflect on the stereotypes that you have internalized so that you can begin to unlearn them, and begin to truly see people for who they are.

Finally, you should take time to explore how you are making decisions that impact others. Be open to examining if bias might be occurring. One of the rules of engagement for our time together is self-reflection. We know that you will still be self-reflecting well beyond this series but we encourage you to put time into how that may affect how bias may be shows up in your life.

Remember: When we make an effort to be inclusive we all benefit from diversity.

### ***1.14 The Dangers of a Single Story***



**Notes:**

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This video will align with the questions we asked you at the start of this session regarding having the wrong impression of someone, or someone else having the wrong impression of you. This TED Talks is titled: The Dangers of a Single Story, and you'll be able to see how assumptions and biases can hinder truly understanding who someone is.

### **1.15 Wrap-Up Reflection**

## Wrap-Up Reflection

- What are your key takeaways from this session?
- What is one action step you can take to be more aware of your biases?



### **Notes:**

Now, for our final reflection. Please consider these two questions: What are your key takeaways from this session? What is one action you can take to be more aware of your biases?

We encourage you to consider these questions and reflect before moving on to the next section.




## ***1.16 Next Session: Shifting Perspective to Provide More Equitable Support***



### **Notes:**

Thank you so much for your time and attention as we discussed the importance of unpacking implicit bias. In our next session, we'll highlight how to provide support that is equitable. You'll examine power, privilege and reflect on how you can use your power to help others.

## 1.17 Complete the Evaluation



To complete the **Evaluation** for this module and obtain your **Certificate of Completion** click the 'Continue button' below.

[Continue](#)

### Notes:

To complete the **Evaluation** for this module and obtain your **Certificate of Completion** click on the continue button.