



Vermont Partnership

FOR FAIRNESS AND DIVERSITY

Understanding Implicit Bias


Professional Development Workshop

Bennington Select Board

Bennington, Vermont • 14-15 July 2020

Program Overview

- Welcome & Introductions
- The New Paradigm
 - *Participants will have a better understanding of implicit bias a variable in economic development*
- The Identity Factor
 - *Participants will explore how self-identity and implicit bias informs decision making*
- New Tools
 - *Participants will identify promising behaviors and tools that align with the community's core values*




“The reality of the demographic trend
we are facing demands we be as
responsive as we can possibly be...
it’s not just the matter of the right thing
to do, it’s economic success and survival
and prosperity for everyone..”

– *Gov. Jim Douglas*
10 June 2010

The Economic Imperative

- Declining demographics
- Jobs paradox (4,000 lost/11,000 needed)
- Emerging multicultural marketplace in New York/New England - \$400 billion
- Black/African Americans spend \$83 billion on travel/leisure (VTshare \$10-15 million)
- Vermont politicians/economists proclaim small businesses as economic engines

- 
- Small to medium size businesses account for 98% of business activity
 - Small business owners not born in Vermont came here first as tourists
 - 23% of Vermont's minority adult population own businesses and create jobs versus 14% for Vermont's white adult population
 - 9,400 jobs created
 - 2,600 self-employed minorities
 - Minority firms employ 6,800 individuals





“You can’t dig a new well by digging an old well deeper.”

Well digger from Bilma, Niger



Inclusive Learning Community Guidelines

- We are engaged in a learning process together.
- Use “I, me, my” statements – speak from your own experience.
- Safe space does not mean comfortable space.
- Balance assertion with listening.
- Seek to understand before being understood.
- Take responsibility for your own learning.
- Respect multiple viewpoints and perspectives.
- Leave “political correctness” at the door.
- Maintain and sustain confidentiality – no attributions outside of session.
- Give each other permission to make mistakes and learn from those mistakes.
- Find and explore your learning edge!
- Welcome conflict and discomfort, as they are signs of growth.

Got Skills?



CONCEPT: DEE DISHON, "DEE DISHON SPEAKS" STEPS TO LEARNING STAIRCASE 1993;
GRAPHIC: JACKIE GOULD 1994"



Hopes

Fears

Social Identity Exercise

Please reflect on and describe some of your social identities...

- **Race**
- **Gender**
- **Biological Sex**
- **Ethnicity**
- **Sexual Orientation**
- **Mental/Physical Ability**
- **Religion/Spiritual Identity or Affiliation**
- **Age**
- **Socioeconomic Class**
- **Geographic/Regional Origin**
- **Language/Linguistic Identity**
- **Relationship Status**

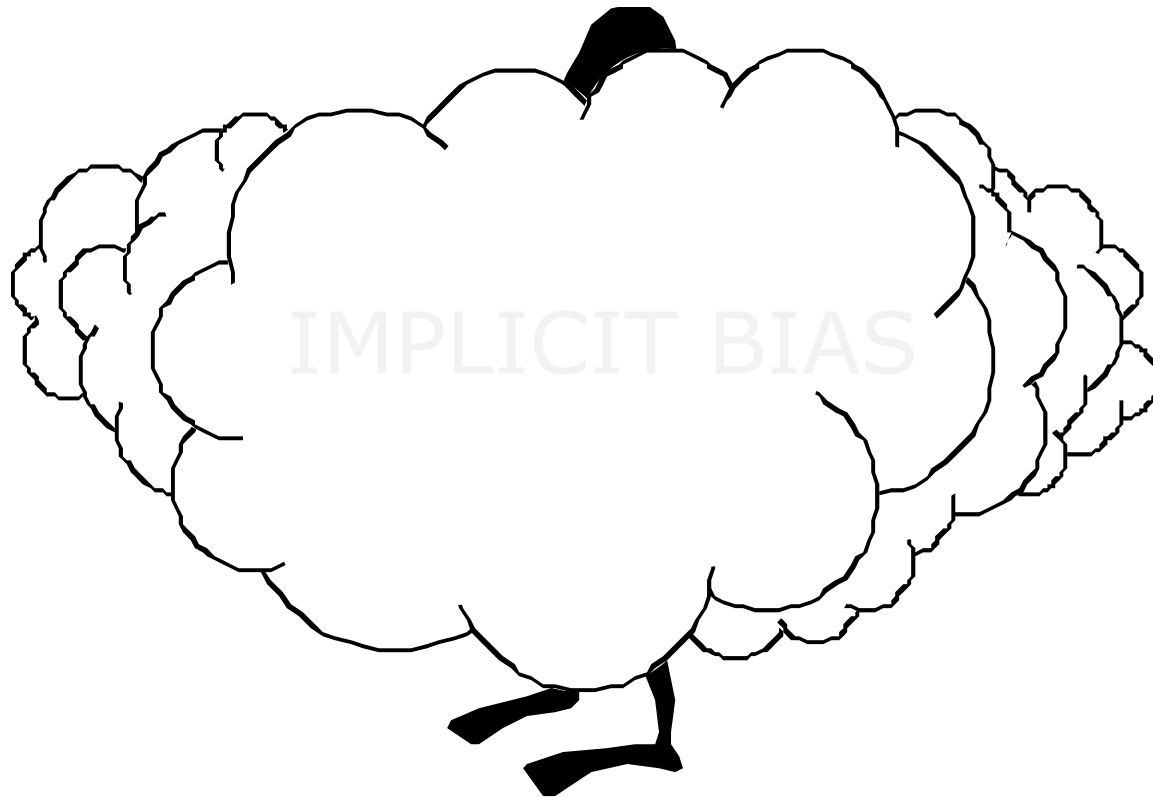
Homework Recap

- Implicit bias article from Police Chiefs Magazine
- Implicit Association Test • Project Implicit Bias • Harvard University
- <http://plsonline.eku.edu/insidelook/brief-history-slavery-and-origins-american-policing>
- <http://thefeministbreeder.com/explaining-white-privilege-broke-white-person/>
- <https://www.theplayerstribune.com/en-us/articles/kyle-korver-utah-jazz-nba>
- <https://www.upworthy.com/the-youngest-american-generation-is-48-non-white-yes-it-matters?c=upw>
http://www.slate.com/articles/news_and_politics/politics/2014/05/millennials_racism_and_mtv_poll_young_people_are_confused_about_bias_prejudice.html

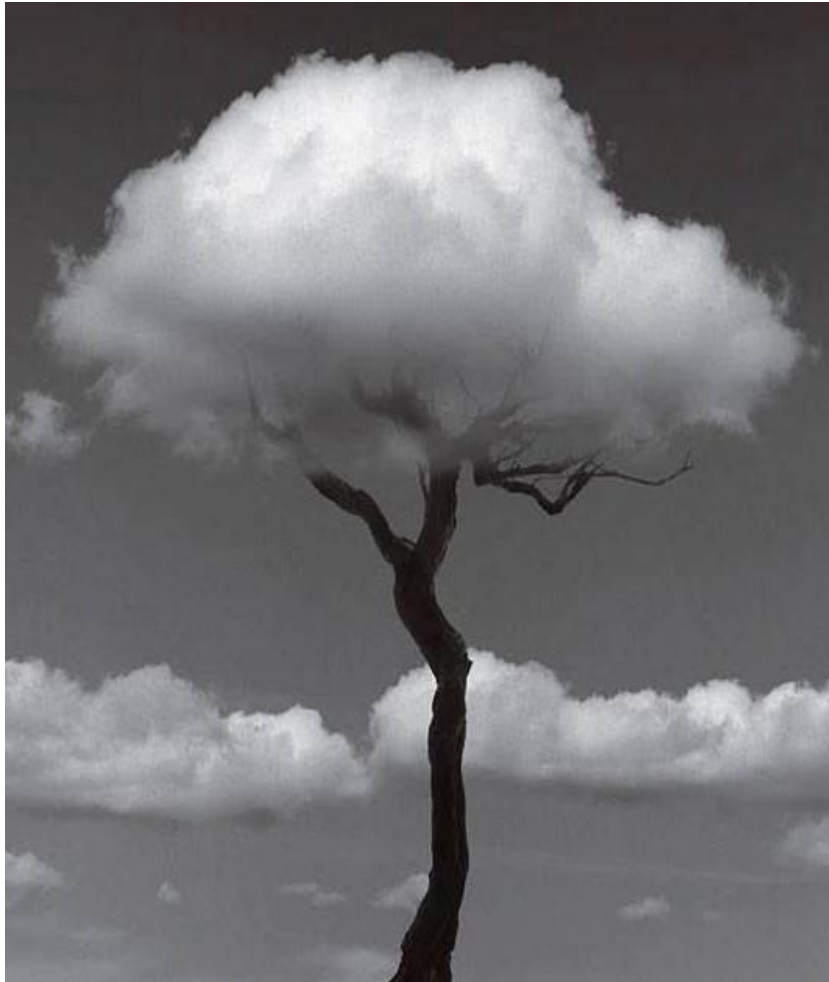
Homework Recap

TED Talks:

- http://www.huffingtonpost.com/2014/05/23/melody-hobson-color-blind-color-brave-ted-talk_n_5380095.html?ncid=fbklnkushpimg00000063
- <http://www.upworthy.com/the-things-a-black-kid-is-often-taught-not-to-do-that-his-white-friends-can-do-are-heartbreaking?c=upw1&u=39554cc946f61348a747f06fe24704b4220c7f86>

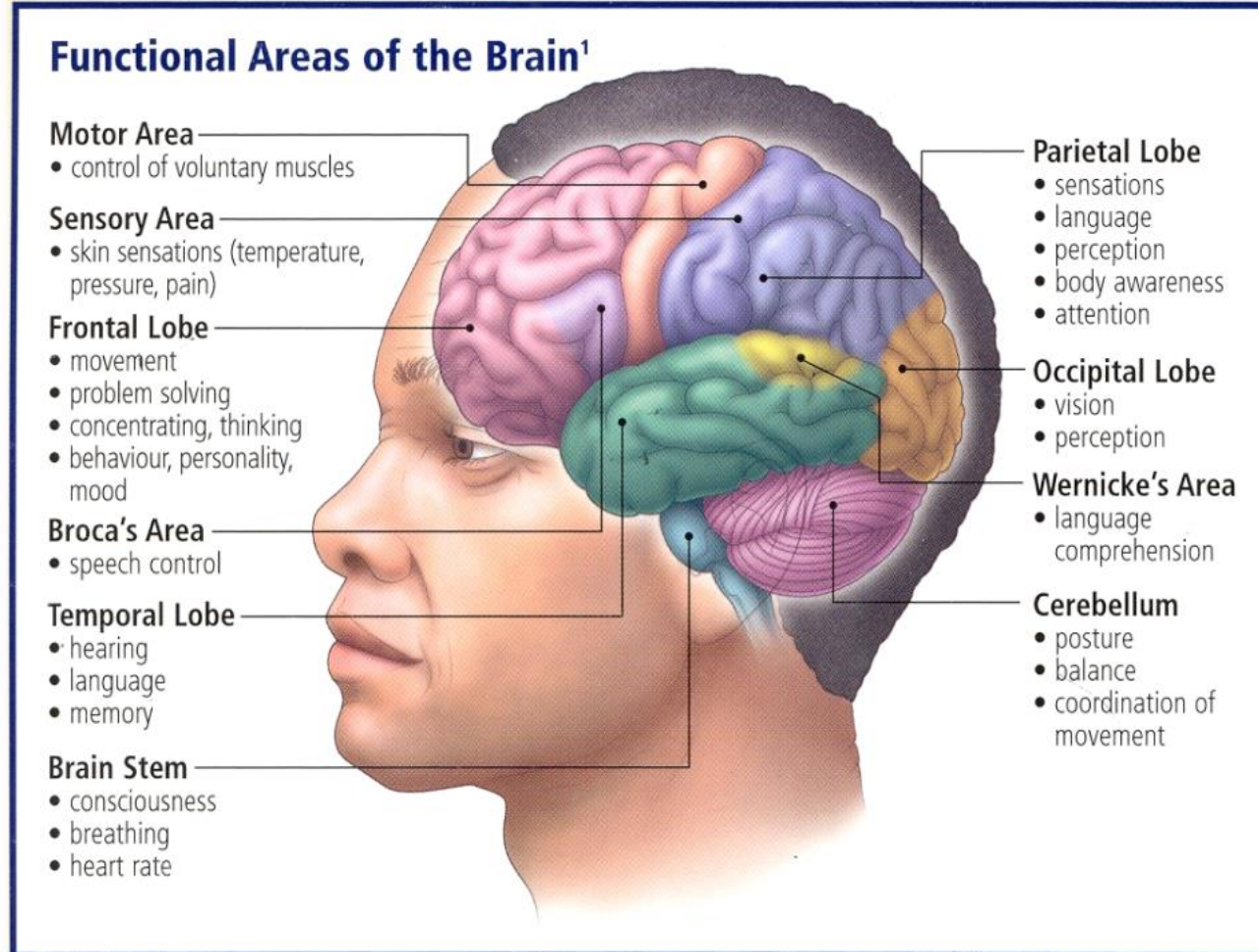


Understanding Human Bias



- Recognize own human biases
- Understand how these biases may affect VSP Trooper perceptions and behaviors
- Understand how bias impacts VSP
- Develop skills and tactics to mitigate the influence of bias in decision making

The Science



Neocortex: conscious thought, language, reasoning
Limbic System: categorizes what we perceive
Reptilian Brain: controls vital body functions

- Biases grow out of normal and necessary features of human cognition
 - Everyone has biases, even the well-intentioned individual
- At any given point in time
 - We are exposed to nearly 11,000,000 bits of information
 - Our brains can functionally recognize about 40
 - And focus on only about seven
- To make sense of the world we put things into groups and remember relations between objects and actions or adjectives
- Biases can be either explicit or implicit
 - Implicit biases are pervasive
 - People are often unaware of their implicit biases
 - Implicit biases predict behavior
 - Implicit biases affect what we perceive/see and affect what we do

Explicit verses Implicit

- Explicit biases

- Reflective
- Conscious
- Requires motivation, effort
- Takes more time

- Implicit biases

- Reflexive
- Unconscious
- Requires little effort
- Fast

Black/African-American Citizenship Status

Time Span	Citizenship status - years	% of US Experience	Status
1619-1865	246	62%	Chattel Slavery
1865-1965	100	25%	Virtually no citizenship rights
1965-2017	52	14%	Most citizenship rights



Black is

Cursed


Dangerous

Evil

Illegal

Inferior

Unwanted

- 
- black arts
 - blackball
 - black cat
 - black cloud
 - black death
 - Black English
 - black eye
 - black fever
 - black flag
 - Black Friday
 - blackhead
 - black hearted
 - black holes
 - black ice

- black jaundice
- blacklist
- black lung
- blackmail
- black magic
- black mark
- black market
- black ops
- black pearl
- black pox
- black plague
- black powder
- black rain
- black sheep

Harvard Research Findings

- Implicit biases are pervasive
- People are often unaware of their implicit biases
- Implicit biases predict behavior
- People differ in levels of implicit bias

Know this...

- That even well-intentioned people have biases
- Implicit biases affect what we *perceive/see* and (unless prevented) affect what we *do*
- That fair and impartial policing leads to *effective policing*

Conditions to “de-bias”

- One of the nation’s leading implicit bias scholars, Patricia Devine of the University of Wisconsin, likens bias to “habits” that, with intention and practice, can be broken. Her research has found that three conditions need to be in place for individuals to successfully “de-bias:”
- **Intention:** Acknowledgement that one harbors unconscious biases, and motivation to change.
- **Attention:** To when stereotypical responses or assumptions are activated.
- **Time:** To practice new strategies designed to “break” the automatic associations.

Strategies for Confronting Stereotypes

Notice the discomfort

- Do not suppress the stereotype in your mind – examine it.
- Experience the discomfort and dissonance with your values and beliefs to create the motivation and desire to confront the stereotype.

Notice your thoughts and feelings that accompany the stereotype

- How did you learn the stereotype?
- What feelings do you have about the stereotype?
- How did you come to disagree with it, if at all?
- What feelings do you have about challenging the stereotype?

Take a perspective

- Think of individuals who defy the stereotype, who don't fit it.
- Imagine how you would feel if you were them.
- Think of a time when you may have been stereotyped.
- Whenever the stereotype emerges, try to associate a different or contradicting thought with it.



Practice

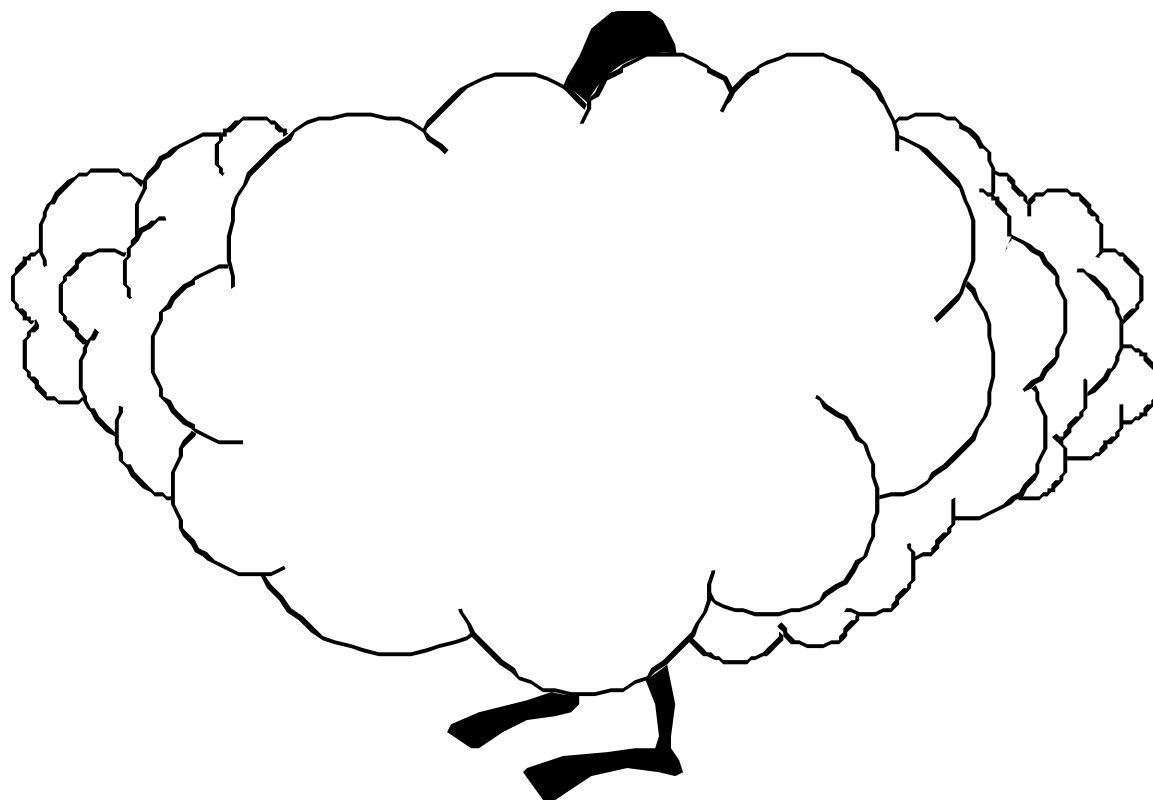
- Recognize that unlearning stereotypes takes time and attention.
- Keep in mind that unlearning stereotypes takes conscious practice.

Focus on equality

- Create goals and commitments for yourself to build relationships across differences – this will challenge your stereotypes about those individuals who we see as “other”
- Surround yourself with others who are striving for equality and justice in their schools and communities – get support!

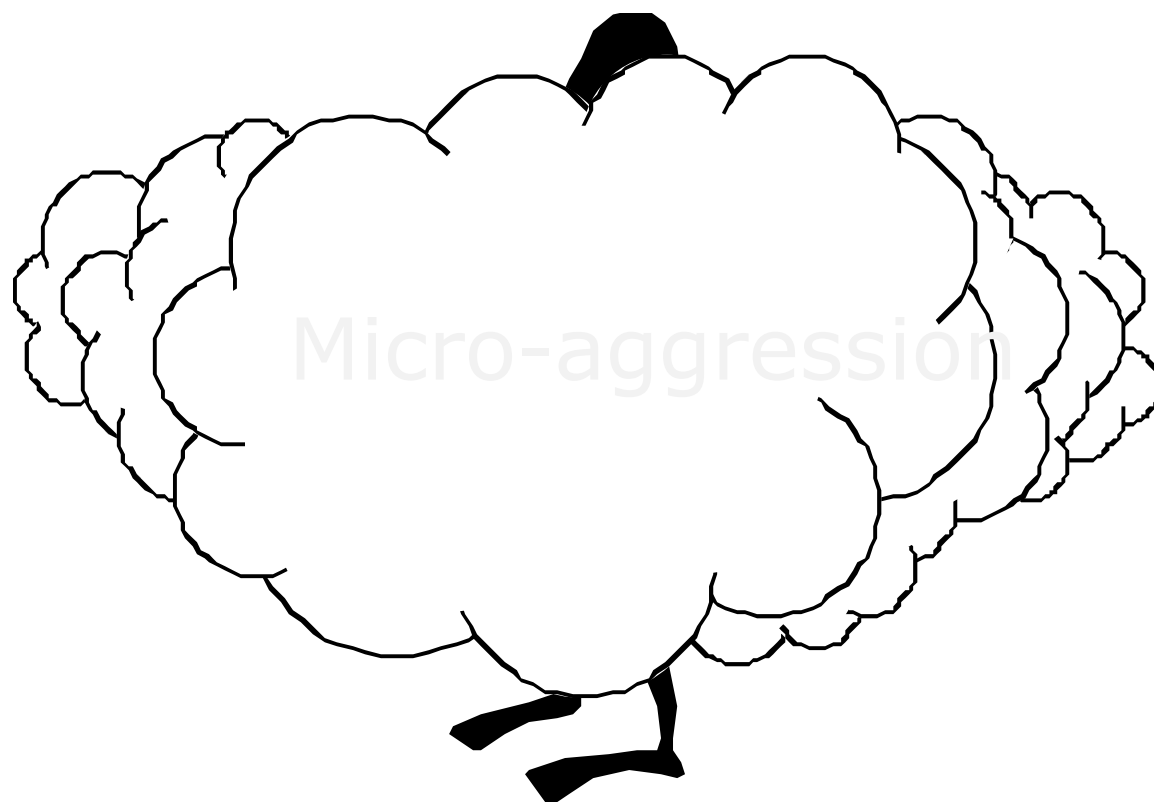
M. Gannon, 2014

Adapted and revised from Miller & Garran “Strategies for Confronting Stereotypes” in Racism in the United States: Implications for the Helping Professions. 2008:Thomson Brooks/Cole.



Population diversity challenges our values of inclusiveness and equity





Getting Started





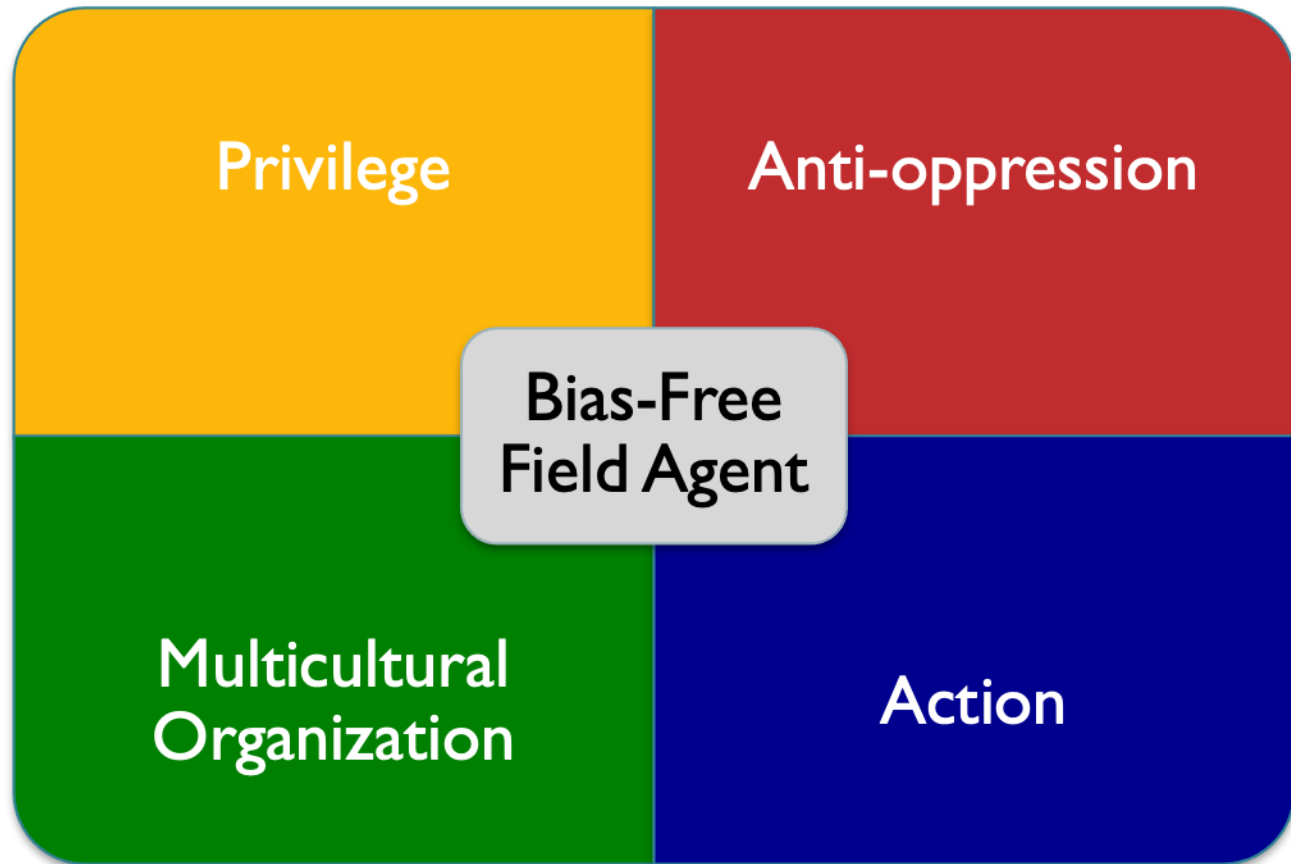
Aptitudes

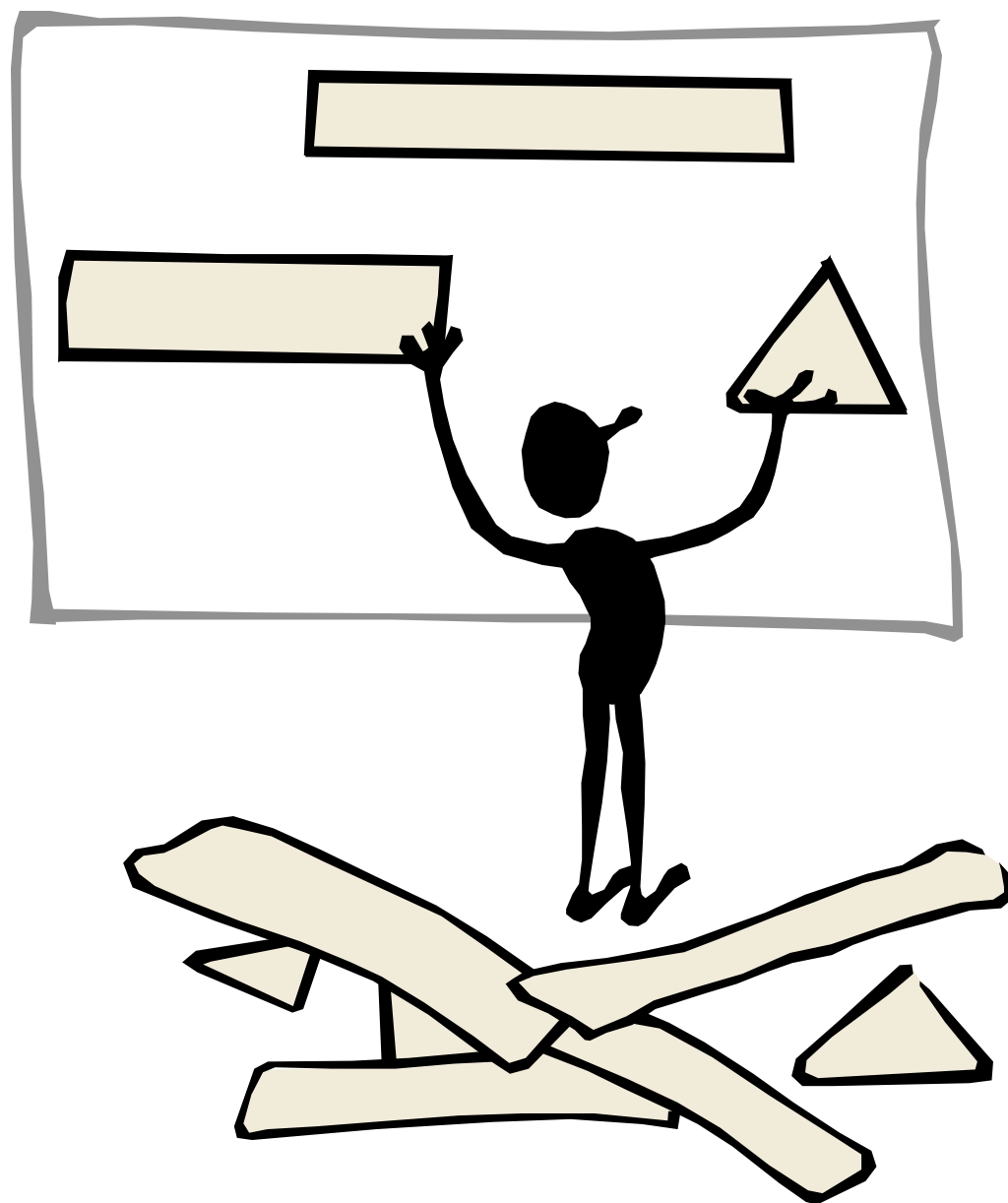
Self-directed

Experiential

Tenacious

Vigilant





Contact us...



**Vermont
Partnership**

FOR FAIRNESS AND DIVERSITY

Curtiss Reed, Jr., L.H.D Executive
Director

18 Town Crier Drive

Brattleboro, Vermont 05301

(802) 254-2972 (voice)

(802) 254-0075 (fax)

info@vermontpartnership.org

www.vermontpartnership.org