



The Big Trust Buster: Implicit Bias and Its Impact on Decision Making

MASA

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Welcome and Introductions

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Agenda:

Welcome & Introductions

Grounding Activity

What is Implicit Bias and How Does it Impact Us?

Implicit Bias and a Tool to Minimize

Questions and Answers



Grounding Activity

- Please find a partner and take out your phones to use as a stopwatch
- Decide who will be Partner A and who will be Partner B



Grounding Activity

**Objective: Flipping one card up at a time, categorize your cards
as quickly as possible**

- Partner A: You will keep time for your partner
- Partner B: Categorize your cards into two piles

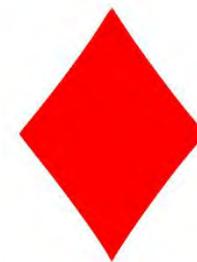
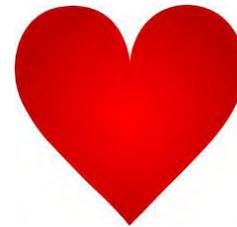
Spades & Clubs (one pile)



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Hearts & Diamonds (another pile)



Switch

**Objective: Flipping one card up at a time, categorize your cards
as quickly as possible**

- Partner B: You will keep time for your partner
- Partner A: Categorize your cards into two piles

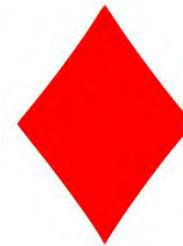
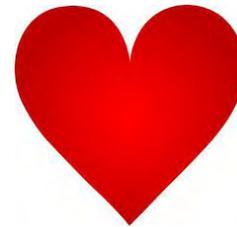
Spades & Clubs (one pile)



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Hearts & Diamonds (another pile)

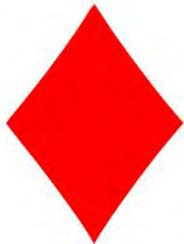


Round 2

Objective: Categorize your cards as quickly as possible

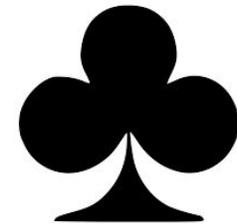
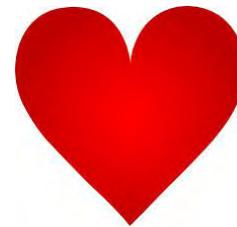
- Partner A: You will keep time for your partner
- Partner B: Categorize your cards into two piles

Diamonds & Spades (one pile)



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Hearts & Clubs (one pile)

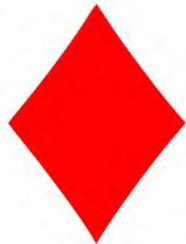


Switch

Objective: Categorize your cards as quickly as possible

- Partner B: You will keep time for your partner
- Partner A: Categorize your cards into two piles

Clubs & Diamonds (one pile)



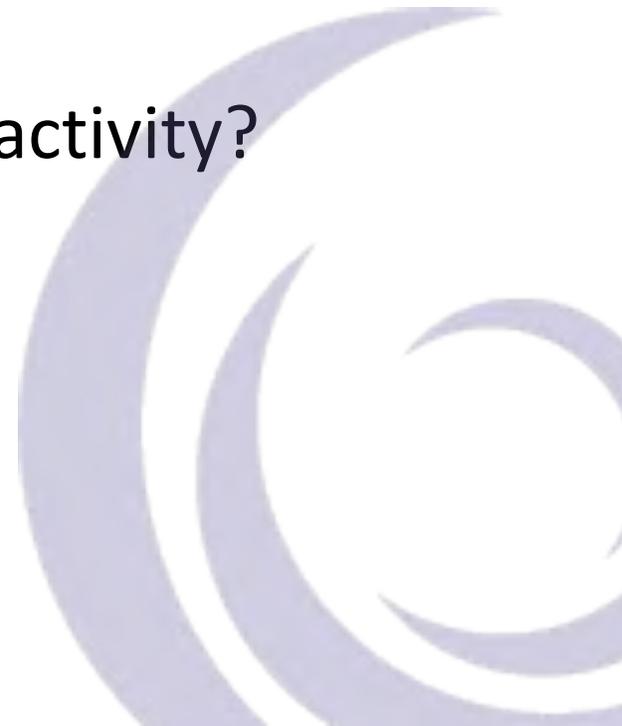
Hearts & Spades (one pile)



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What Did You Notice?

- Which round was easier to do and why?
- What did you notice about your thinking?
- What feelings surfaced before, during or after the activity?



Session Objectives

- Understand what implicit bias is, who has it and why
- Understand the neuroscience behind how implicit bias works
- Understand how implicit bias impacts our decision making and relationships as school leaders
- Review how we can consciously slow down and broaden our thinking to disrupt and interrupt patterns of bias that impact our students



Agreements

- Accept and expect non-closure
- Assume positive intentions & accept responsibility for our impact
- Agree to disagree
- Speak your own truth by using “I”
- Experience discomfort and know it’s part of learning



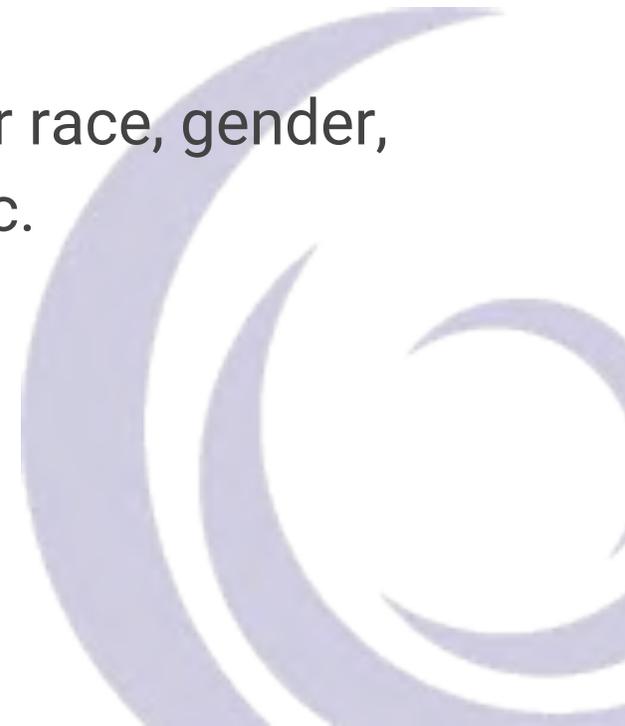
What is Implicit Bias?



Implicit Bias

“Implicit Bias is the unconscious attitudes and stereotypes we hold about different groups of people that influence our actions.” -Victoria W. Jackson

We make automatic associations about people based on their race, gender, perceived dis/ability, physical features, clothing, residency, etc.



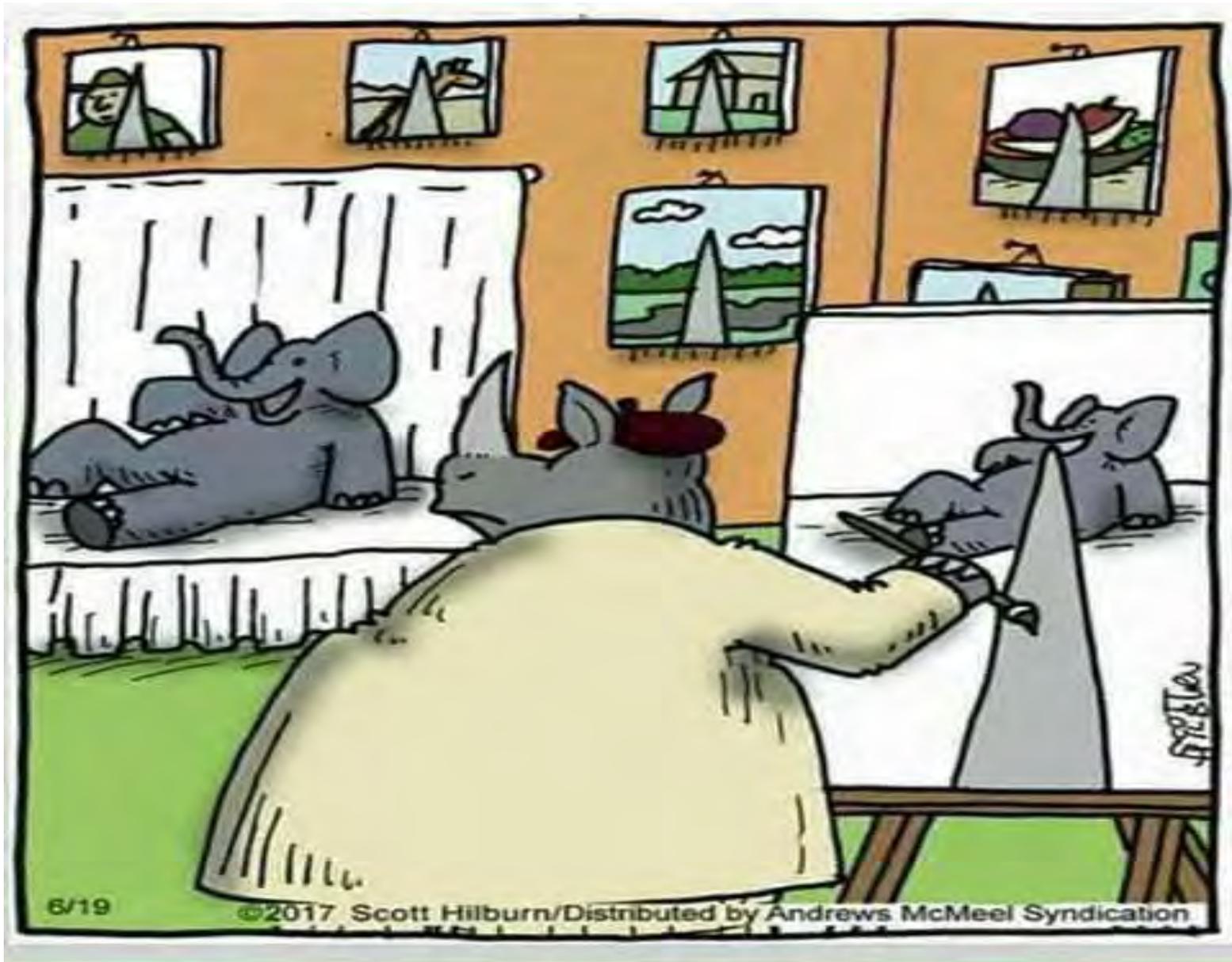
Riddle: How is this possible?

A father and his son are in a car accident. The father dies instantly, and the son is taken to the nearest hospital. The doctor comes in and exclaims, “I can’t operate on this boy.”

“Why not?” the nurse asks.

“Because he is my son,” the doctor responds.



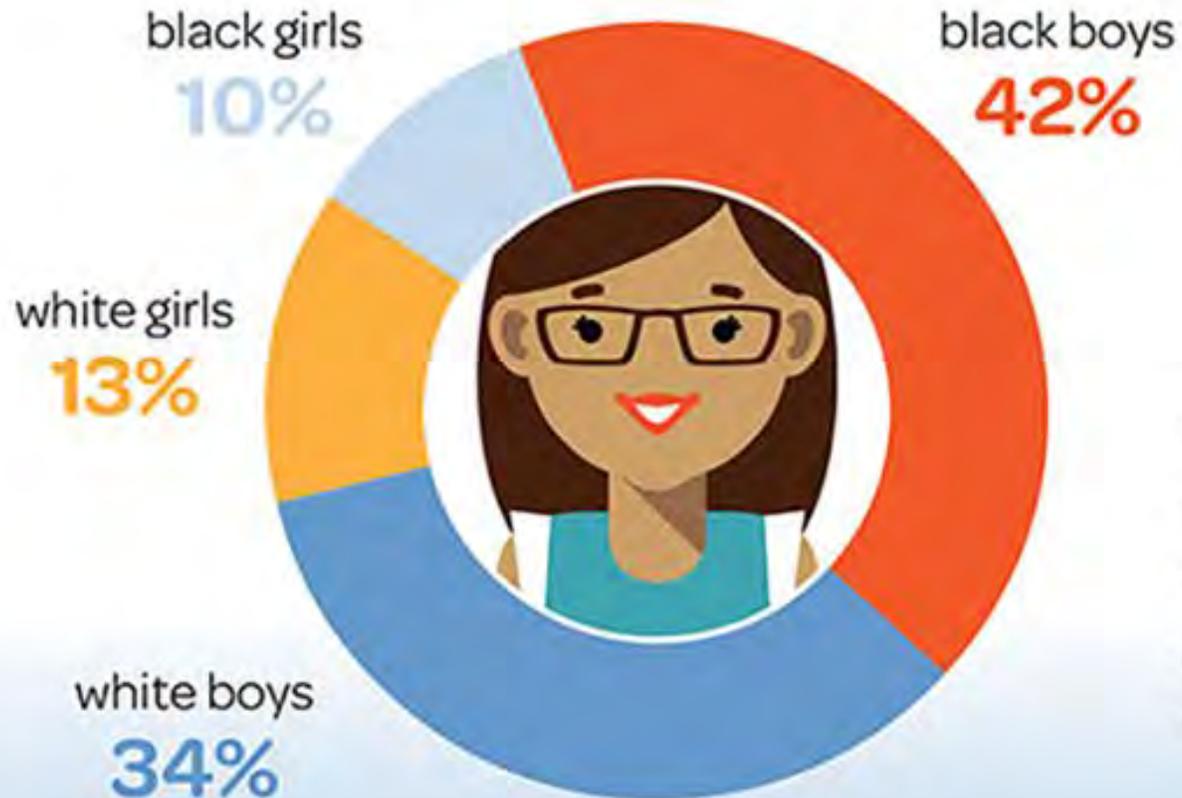


Scott Hilburn (2017)



Implicit Bias and Preschool Students

Track the eyes: Which students are teachers watching?



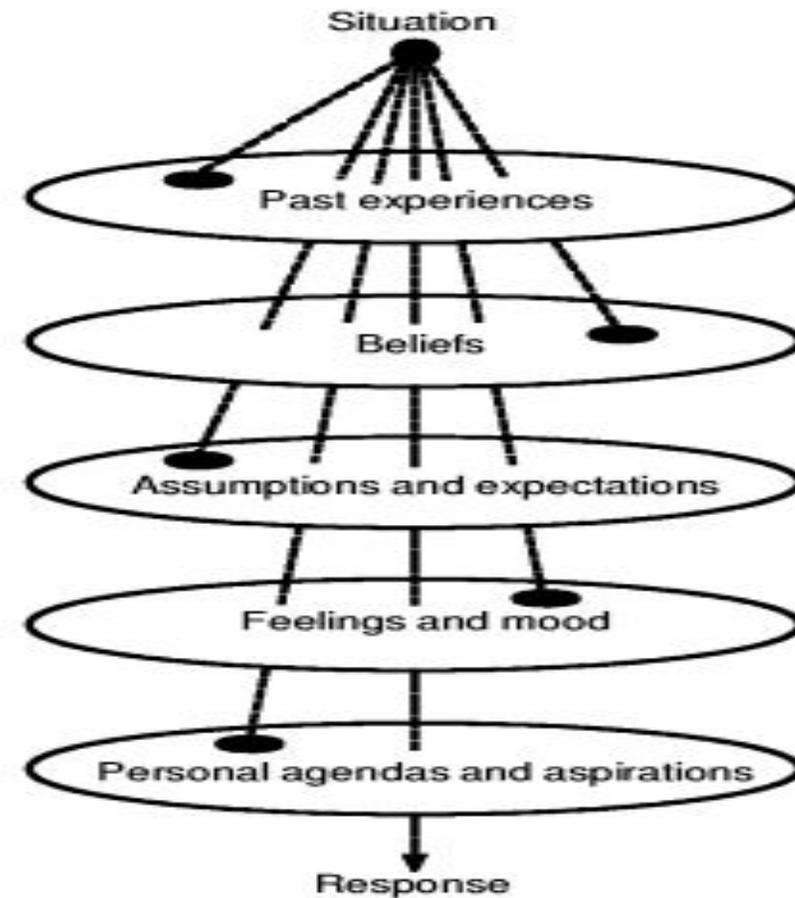
Preschool teachers tend to more closely observe blacks than whites, especially black boys, when challenging behaviors are expected.

B. Hathaway & W. Gilliam (2016)

Critical Self-consciousness and Implicit Bias

“A reflexive reaction, like removing your hand from a hot burner, is a reaction without conscious consideration of alternative responses.”

B. Larrivee (2000)



Our Brains in Action

Blue	Green	Red	Purple
Orange	Red	Purple	Orange
Purple	Green	Red	Blue

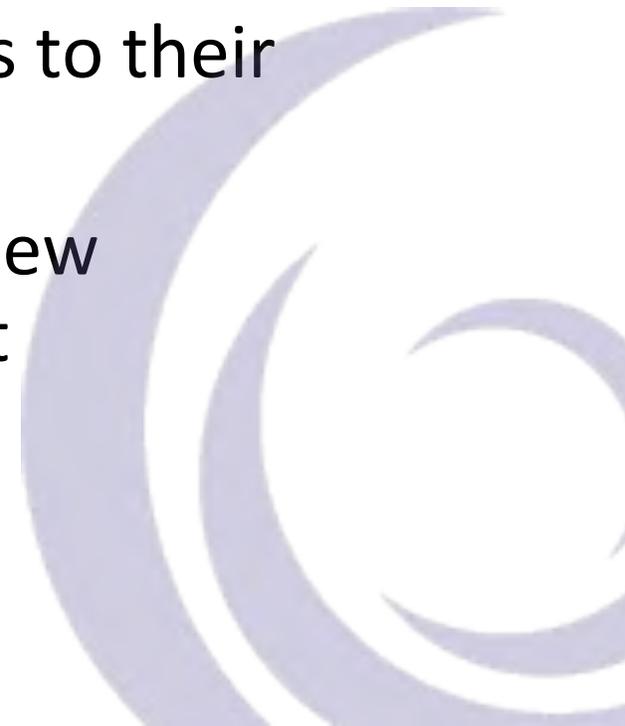
Our Brains in Action

green	blue	yellow	blue
blue	red	yellow	red
yellow	yellow	green	red
yellow	green	blue	yellow
green	red	blue	green
blue	yellow	blue	red



Recap

- The mind is an automatic association-making machine
- We can be unaware of hidden biases in the same way we are unaware of the retinal scotoma in the eyes
- Hidden biases can influence our behavior toward members of particular social groups, but we can remain oblivious to their influence
- We can make new pathways in our brain to create new associations, but it takes sustained, deliberate effort



Implicit Bias Shows Up

- Impacts Relationships and Decisions
- Illustrations



Equity Lens

Who benefits?

- Who benefits from the current system? How?
- Who is disadvantaged by the current system? What is the impact on them?

How is it systemic?

- How is this a systemic or institutional issue?
- How does this deliver on our core values and vision? If not, what was the original intent?

Why does it persist?

- Why has this not been addressed?
- Is it serving some function, for some people?

Whose voices are needed?

- Which voices in our community are we missing and need to be brought to the table?

What needs to change?

- What would need to change in the current system to provide equitable outcomes?
- Is the needed change within our circle of influence?
- How can we build powerful coalitions to reduce barriers and drive change?

Case Studies on Using Equity Lens to Interrupt the Impact of Implicit Bias

Choose the One You Wish to Participate In

- **Parents of Color Are Underrepresented at School Conferences**

Your district's data shows low attendance of Parents of Color at their children's school conferences

- **Students of Color are Underrepresented in Advanced Courses**

Your district's data shows that the percent of Students of Color in Advanced Classes is significantly lower than their percent in the student population



Thank you! Please feel free to contact us:

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