

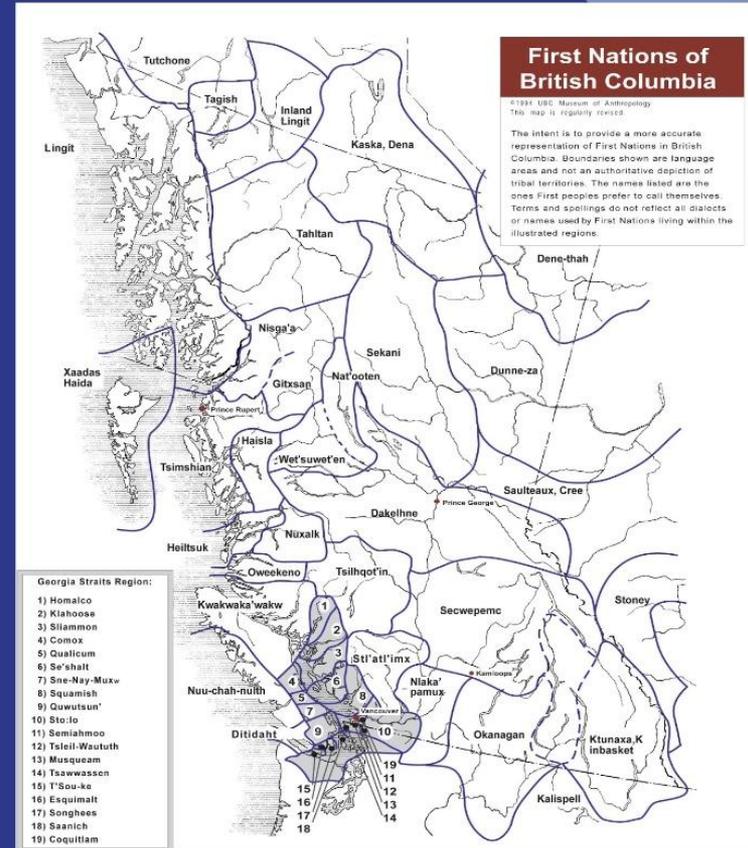
# NVPAC Diversity & Inclusion Parent Advisory Committee Meeting

September 22nd, 2021



# Land Acknowledgement

We acknowledge and thank the Coast Salish people whose traditional unceded territory the North Vancouver School District resides on. We value the opportunity to learn, live and share educational experiences on the traditional unceded territories of the Skwxwú7mesh (Squamish) and Səlílwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.





# Exploring Implicit / Explicit Bias

How does this relate to Diversity & Inclusion?

As we continue to learn & grow by challenging our own perceptions and biases, we in turn begin to foster a more inclusive & equitable community.

This is no way meant to make anyone feel uncomfortable, but rather to invite self-reflection and to evolve one's awareness. To help us better spot subtle acts of ours and others bias and discrimination.

How we can work together as a group to create a culture of inclusion, diversity, and respect for everyone within our community?

# Implicit Bias - Video

[Implicit Bias - Peanut Butter, Jelly & Racism](#)

A short video on youtube on Implicit Bias and how it occurs within us all.

# Important Points To Look At

- Biases typically exists towards gender, race, religion, disability(both physical and mental) weight, sexual orientation and age.
- Most of us will say “I see people for who they are” But do we?
- Recognizing, managing and mitigating biases promotes Diversity & Inclusion.
- Everyone is susceptible to bias.
- It is important to understand that implicit biases can become an explicit bias. This occurs when you become consciously aware of the prejudices and beliefs you possess. That is, they surface in your conscious mind, leading you to choose whether to act on or against them.

# BIAS

VERSUS

# PREJUDICE

Bias = **Green**

Prejudice = **Blue**

An inclination for or against a person, idea or thing, especially in a way considered to be unfair

Both negative and positive attitudes

Results in unfairness

Preconceived opinion that is not based on actual experience or reason

Usually negative attitudes

Results in discrimination

Prejudice – is an opinion against a group or an individual based on insufficient facts and usually unfavourable and/or intolerant. Bias – **is very similar to but not as extreme as prejudice.**

Someone who is biased usually refuses to accept that there are other views than their own.

Here are two examples of prejudice and bias.

- ❑ The report blames most crime in the town on teenagers, without any evidence, as the writer is prejudiced against young people.
- ❑ My aunt is biased towards dogs that are brindle, like her own, and she is always more friendly to them than to other dogs.

# What is Implicit Bias?

- An implicit bias is an unconscious association, belief, or attitude toward any social group. Due to implicit biases, people may often attribute certain qualities or characteristics to all members of a particular group, a phenomenon known as stereotyping.
- It is important to remember that implicit biases operate almost entirely on an unconscious level.
- While explicit biases and prejudices are intentional and controllable, implicit biases are less so.
- We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term “implicit bias” to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

# What Causes Implicit Bias?

- While people might like to believe that they are not susceptible to bias and stereotypes, the reality is that everyone engages in them whether they like it or not. This reality, however, does not mean that you are necessarily prejudiced or inclined to discriminate against other people. It simply means that your brain is working in a way that makes associations and generalizations.
- In addition to the fact that we are influenced by our environment and stereotypes that already exist in the society into which we were born, it is generally impossible to separate yourself from the influence of society.
- You can, become more aware of your unconscious thinking and the ways in which society influences you.

# Why Unconscious Bias Can Be A Problem

**Unconscious biases limit our ability to be objective.**

The implications of unconscious biases on:

- What we consider to be real and important.
- Our typical responses to events and people.
- What we consider “normal” and “expected” behaviors.
- Who we listen to most attentively.
- Can lead to discrimination.
- Can lead to exclusion.

# What is Explicit Bias?

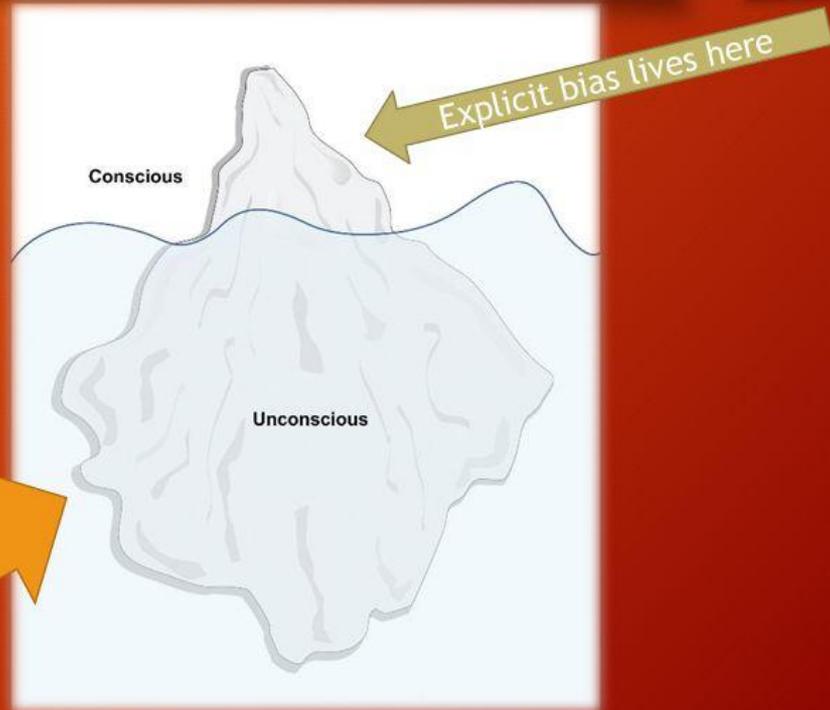
- “Explicit bias” refers to the attitudes and beliefs we have about a person or group on a conscious level. explicit or conscious bias, is when the person is very clear about his or her feelings and attitudes, and related behaviors are conducted with intent.
- Conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.
- Explicit biases are biases we are aware of on a conscious level (for example, feeling threatened by another group and delivering hate speech as a result)
- By “explicit,” I simply mean expressed, whether spoken aloud, written, or otherwise conveyed to some audience by words or symbols

# How Do I Recognize Explicit Bias?

- Explicit biases are evident in what people say and do, and chances are those who have such prejudices are aware of them. The manager who talks negatively about “the millennials” knows she holds the younger generation in low regard.
- The person who uses racist slurs doesn't try to hide his dislike of other races. The executive who believes women shouldn't be in leadership roles avoids recommending a female subordinate for promotion. These biases are all on the surface.
- Consequently, it's relatively easy to see the connection between these individuals' prejudices and their behavior, like second nature individuals tend to not consider that it could be wrong. Individuals are aware of their prejudices and attitudes toward certain groups. It is not hidden rather it is blatant and obvious.

# How does implicit and explicit bias differ?

Attitudes or stereotypes that affect our understanding, actions, and decisions in an **unconscious** manner



# Different Types Of Biases

- **Affinity Bias:** A tendency to act more favorably toward people reminding us of ourselves.
- **Attribution Bias:** A tendency to think when we do well it is the result of our merit. When we do badly, we tend to blame external factors. With other people, we tend to do the opposite.
- **Cognitive Bias:** A tendency to rely on limited (shortcut) thinking processes that distort reality, e.g. stereotyping.
- **Confirmation Bias:** A tendency to favor information that confirms existing views.
- **Conformity Bias:** A tendency to desire consistency with the views of others.
- **Ethnocentrism Bias:** A tendency to see our group's dominant ways of thinking and doing as superior.
- **Halo Effect:** A tendency to generalize a positive perception about a person/group to everything else about them.
- **Horn Bias:** A tendency to generalize a negative perception of an individual/group to everything else about them.

# TYPES OF UNCONSCIOUS BIAS



## Affinity Bias

Feeling a connection to those similar to us



## Perception Bias

Stereotypes and assumptions about different groups



## Halo Effect

Projecting positive qualities onto people without actually knowing them



## Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.

### Affinity Bias

One shows a preference for people displaying the same characteristics as them.

### Attribution Bias

One refuses to understand the factors that people might experience, especially when they haven't experienced the same.

### Beauty Bias

One forms their opinion based on looks.

### Confirmation Bias

One refuses to acknowledge factors that do not match the initial impressions of that person.

### Conformity Bias

One takes cues from others to voice their opinion, rather than exercise their own judgment.

### Gender Bias

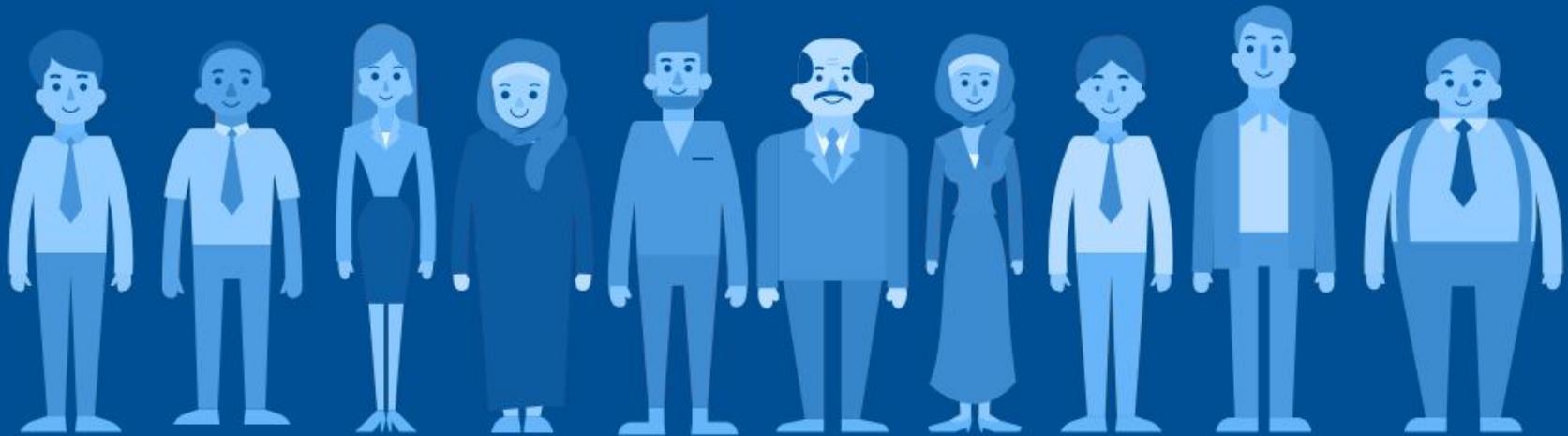
One makes decisions based on the gender of the other person due to preconceived notions.

### Halo and Horns Bias

One thinks very highly of another person and thus refuses to think negatively of them. Horns bias is the exact opposite of Halo Bias.

# IMPLICIT BIAS

I KNOW IT EXISTS. NOW WHAT?



# How Can I Reduce My Implicit Bias? (1/4)

## **Focus on seeing people as individuals.**

Rather than focusing on stereotypes to define people, spend time considering them on a more personal, individual level.

## **Work on consciously changing your stereotypes.**

If you do recognize that your response to a person might be rooted in biases or stereotypes, make an effort to consciously adjust your response.

## **Take time to pause and reflect.**

In order to reduce reflexive reactions, take time to reflect on potential biases and replace them with positive examples of the stereotyped group.

# How Can I Reduce My Implicit Bias? (2/4)

## **Adjust your perspective.**

Try seeing things from another person's point of view. How would you respond if you were in the same position? What factors might contribute to how a person acts in a particular setting or situation?

## **Increase your exposure.**

Spend more time with people of different backgrounds. Learn about their culture by attending community events or exhibits.

## **Practice mindfulness.**

Try meditation, yoga, or focused breathing to increase mindfulness and become more aware of your thoughts and actions.

# How Can I Reduce My Implicit Bias? (3/4)

**Self-Leadership:** Taking responsibility for the process of observing, analyzing, and managing one's biases. Relevant skills include:

- **Anticipation:** Identifying potential entry points for unconscious biases, e.g., language use.
- **Inner dialogue:** Reflection and self-talk.
- **Mindfulness:** Being alert to our thinking processes in the present moment.
- **Naming:** Labeling your biases (e.g., Affinity Bias, Confirmation Bias) so they become easier to recognize.

# How Can I Reduce My Implicit Bias? (4/4)

- **Active listening and observing:** Paying close attention to language and behaviors.
- **Coaching:** Uncovering our own unconscious biases in a self coaching process.
- **Questioning assumptions:** Seeking out information contrary to our own preconceptions.
- **Communicating courageously:** Exploring unconscious biases with colleagues.
- **Individuating:** Treating each person as an individual and not a stereotype.
- **Perspective taking:** Purposely trying to see the world through the eyes of others.

**KNOWING THAT ONE MAY BE SUBJECT TO  
BIAS IS ONE THING; BEING ABLE TO  
CORRECT IT IS ANOTHER.**

**- JON ELSTER -**

## STEREOTYPE

Widely held, preconceived and oversimplified image or idea about a person, group, or thing.<sup>5</sup>

Over time, stereotypes can become unconscious biases.

## UNCONSCIOUS BIAS

An automatic association or attitude about race or gender, for example. Operates beyond our control and awareness. Informs our perception of a person or social group. Can influence our decision-making and behavior toward the target of the bias. Is a powerful predictor of our behavior.<sup>6</sup>

## PRE-JUDGING

An attitude about a person or group of people that is based on a belief or stereotype.

## BEHAVIOR

Based on preconceptions and unchecked assumptions. Can create in-groups and out-groups by favoring one group over another.

## DISCRIMINATION

An ACTION that follows prejudicial attitudes. Denial of opportunity or unequal treatment regarding selection, promotion, etc.<sup>7</sup>

HOW  
UNCONSCIOUS BIAS  
LEADS TO  
DISCRIMINATION

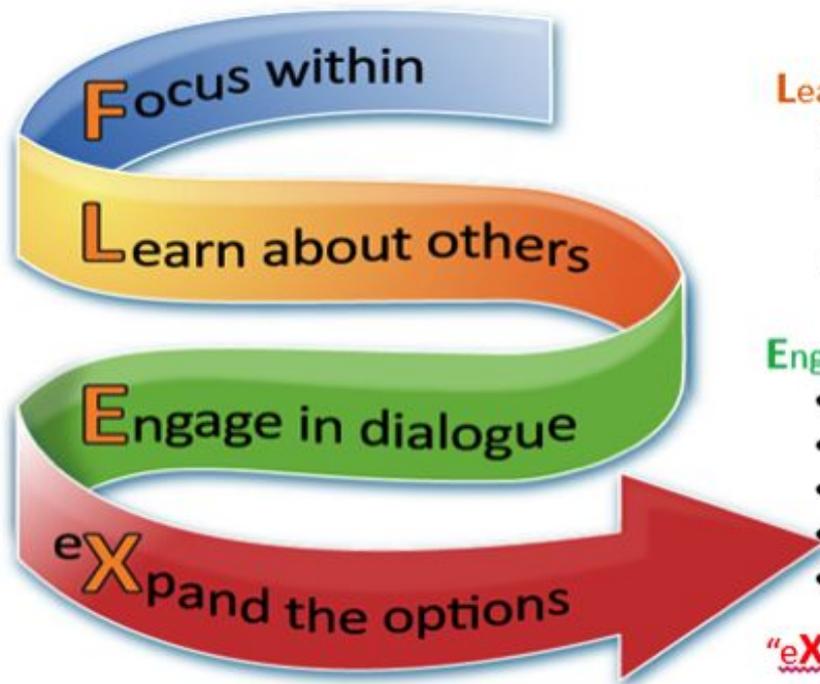
# Stereotype

# Unconscious Bias

# Pre- Judging

# Behaviour

# Discrimination



### Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

### Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

### Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

### "eXpand" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives

# “I Didn’t Mean It Like That”

Anyone, even those who use and choose their words carefully, may find themselves inadvertently using language or making insensitive comments that hurt others.

“That’s not what I meant” or “You’re taking it the wrong way.”

However, [“I Didn't Mean It Like That”: Challenging Your Own Biases](#) outlines how recognizing that all people have biases—developed consciously and unconsciously through socialization, education and media exposure—can help to create opportunities for us to “unlearn” biases and to check ourselves for stereotypes or misinformation that we may hold about people with backgrounds different from our own.

Use sensitive bias free statements and language

Choose language that would not be considered offensive

Examples could be:

Gender: avoid sexist language and statements

Race: only if necessary in context

Disabilities: only if relevant avoid stigmatizing

Age: only if relevant

# Taking Stock In Ourselves

Because “unlearning” Bias and Prejudice is a lifelong process, it is useful to periodically reflect on our attitudes and behaviors regarding issues of bias.

The “[Personal Self-Assessment of Anti-Bias Behaviour](#)” is a tool that provides a checklist for assessing individual attitudes and behaviors for bias.

[Personal Self-Assessment of Anti-Bias Behaviour](#)

# Taking Stock In Ourselves

Project Implicit is a non-profit organization and international collaborative of researchers who are interested in implicit social cognition from Harvard University.

The mission of Project Implicit is to educate the public about bias and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of our scientific knowledge about bias and disparities

[Harvard University Free Online IAT Tests](#)

# Taking Stock In Ourselves - Resources

[Harvard University Free Online IAT Tests](#)

[Personal Self-Assessment of Anti-Bias Behaviour](#)

["I Didn't Mean It Like That": Challenging Your Own Biases](#)

[Implicit Bias - Peanut Butter, Jelly & Racism](#)

# Takeaway that I would like everyone to remember.

This was in no way meant to make anyone feel uncomfortable, but rather to invite self-reflection, evolve one's awareness, and help people better spot subtle acts of bias, and discrimination – including microaggressions.

As a family, school or community, think together about incidents of bias and discrimination.

Discuss possible actions we can take together and come up with a plan to address the bias in your school or community.

How we can work together as a group to create a culture of inclusion, diversity, and respect for everyone within our community?