

Strategies to Overcome Unconscious
Bias (Part 2):

How to Recognize Bias and Minimize Its Impact

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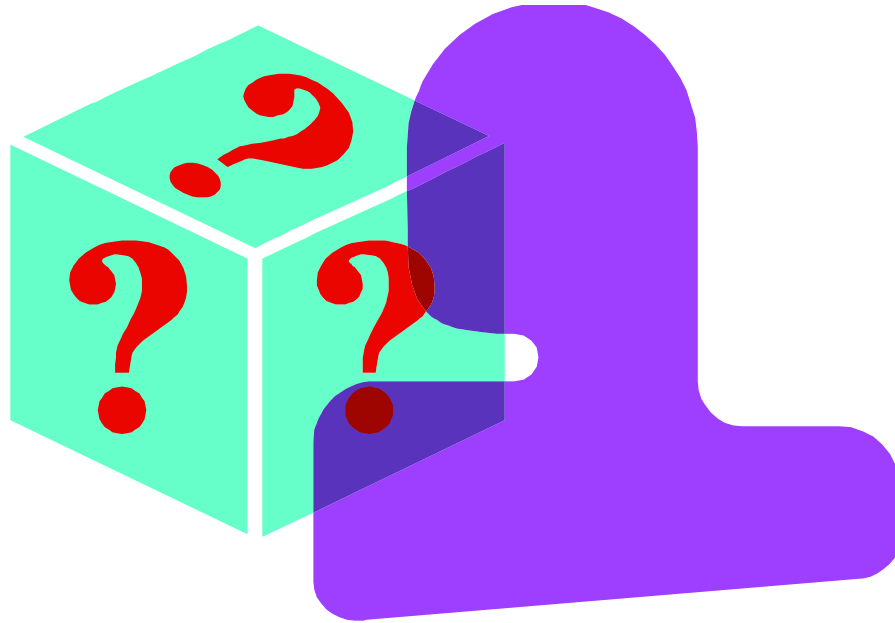
November 22, 2013

Workshop Overview

- ▶ Introductions
- ▶ Review Session I Homework and Observations
- ▶ Unlearning Bias at Individual, Interpersonal, Institutional Levels
- ▶ Application: “Interrupting Bias in the Faculty Search Process” (DVD), UW ADVANCE (University of Washington)
- ▶ Review of Evidence-Based Intervention Strategies
- ▶ Next Steps and Preparing for Session III



Review from Session I



Unlearning Implicit Bias

- ▶ “[I]mplicit bias is like a habit that can be broken through a combination of **awareness of implicit bias**, **concern about the effects of that bias**, and the **application of strategies** to reduce bias.”
 - (Devine, Forscher, Austin, & Cox, 2012, p. 1267, as cited in Staats, 2013, p 63)
- ▶ **Intention, Attention**, and **Time** are needed to learn new responses well enough to “compete with the formerly automatically activated responses”
 - (Devine, 1989, p 16, as cited in Staats, 2013, p 53)

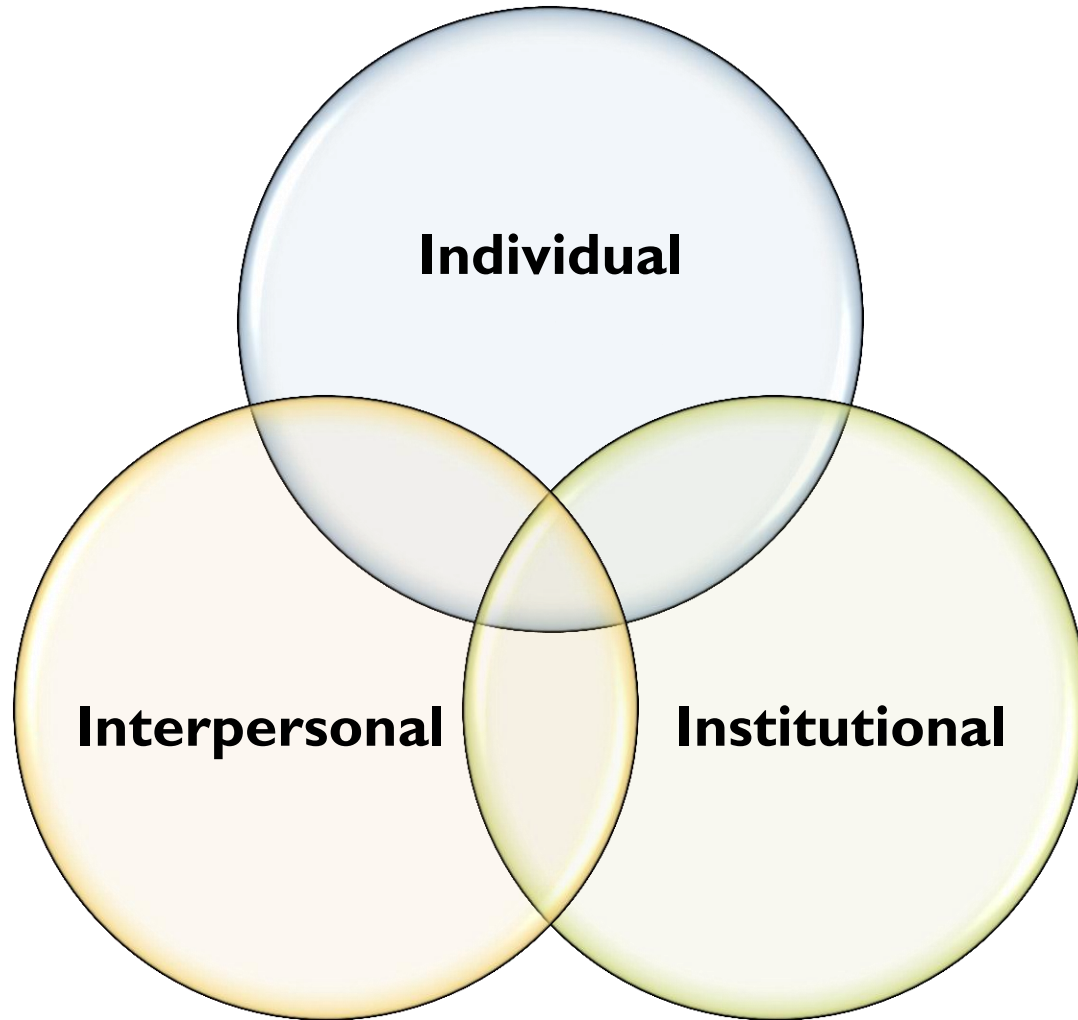


Reprogramming vs Repressing

- ▶ Rather than attempting to repress the bias (which has proven to be ineffective due to “rebound effect” and may amplify them by making them hyper-accessible) if one openly acknowledges one’s biases, and directly challenges or refutes them, one can overcome them. (Staats, 2013, p 53)



Implication of Bias on Multiple Levels



Interpersonal Behaviors

- ▶ **Micro-aggressions:** Everyday acts of exclusion against underrepresented groups that attempt to denigrate their capabilities. Micro-aggressions include:
 - ▶ interruptions,
 - ▶ translations,
 - ▶ misidentifications (called the wrong name or have one's name repeatedly mispronounced),
 - ▶ exclusion (when one is ignored and left out of networks) and
 - ▶ marginalization (one's contributions are ignored or discounted). (UW ADVANCE)

- ▶ **The Microaggressions Project:**
<http://www.microaggressions.com/>



Affirmative Interventions

- ▶ **Micro-affirmations:** Apparently small acts, which are often ephemeral and hard-to-see, events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed. (Rowe, 2008)



Application

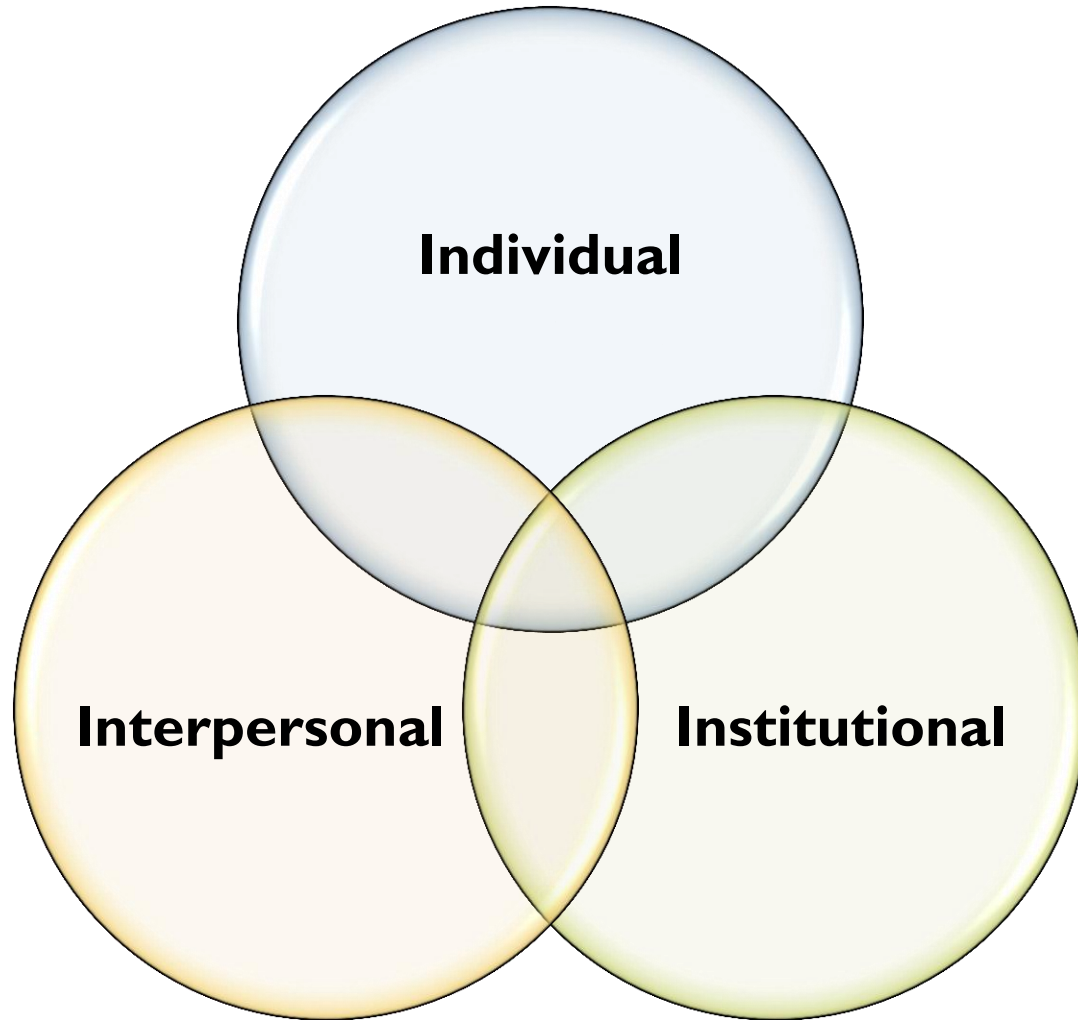
- ▶ *Interrupting Bias in the Faculty Search Process (DVD)*



- ▶ Source: UW ADVANCE:
<http://www.engr.washington.edu/lead/biasfilm/>



Multiple Levels of Interventions



Individual Intervention Techniques

- ▶ Increased Awareness of Prevalence of Bias, including one's own biases
- ▶ Debiasing Techniques
 - ▶ Counter –Stereotypic Training
 - ▶ Stereotype Negation Training
 - ▶ Exposure to Counter-Stereotypic Individuals
- ▶ Imagery Reprogramming
- ▶ Decrease Stereotype Inducing Stimuli
- ▶ Perspective Taking



Next Steps

- ▶ **Preparing for Session III:** Friday December 6, 2013, 8:30-10:00 a.m.
- ▶ **Personal Action Plan**
- ▶ **Environmental Audit**

