

# The Basics of Implicit Bias

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# Objectives



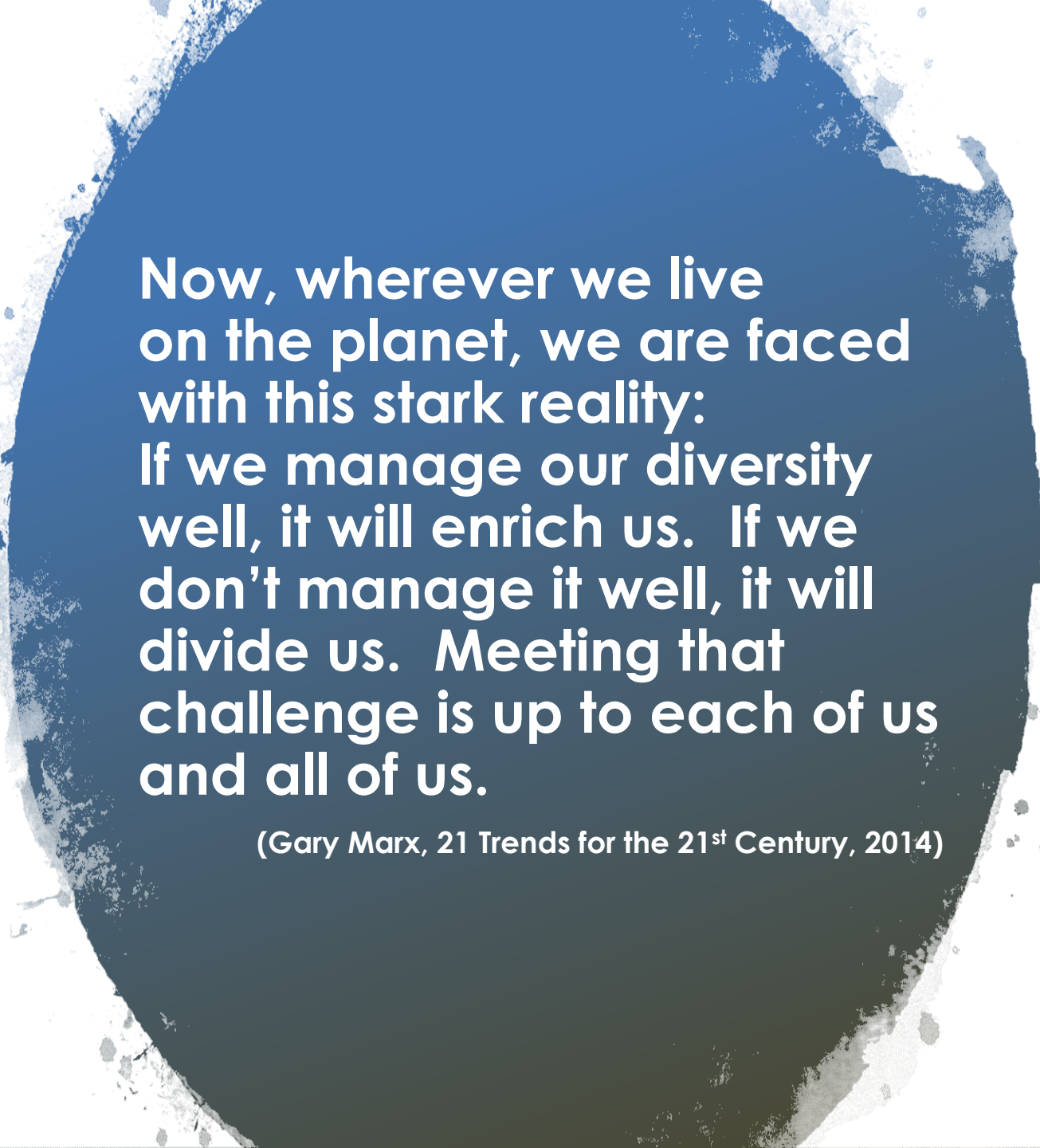
REFLECT ON OUR OWN EXPERIENCES



EXPLORE KEY CONCEPTS OF IMPLICIT  
BIAS AND THE IMPACT IT HAS ON  
PEOPLE AND COMMUNITIES



IDENTIFY NEW IDEAS, PRACTICES  
AND STRATEGIES.



**Now, wherever we live  
on the planet, we are faced  
with this stark reality:  
If we manage our diversity  
well, it will enrich us. If we  
don't manage it well, it will  
divide us. Meeting that  
challenge is up to each of us  
and all of us.**

**(Gary Marx, 21 Trends for the 21<sup>st</sup> Century, 2014)**

Political Beliefs

Disability

Religion

Gender Identity

Income

Diversity

National Origin

Race

Ethnicity

Language

Geographic area

Sexual Orientation

Age

Education Background



[https://www.youtube.com/watch?time\\_continue=2&v=xXow7olFyIM&feature=emb\\_logo&ab\\_channel=TheNewYorkTimes](https://www.youtube.com/watch?time_continue=2&v=xXow7olFyIM&feature=emb_logo&ab_channel=TheNewYorkTimes)



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# Implicit Association Test (IAT)

<https://implicit.harvard.edu/implicit/takeatest.html>

<b>Weight IAT</b>	<i>Weight</i> ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
<b>Arab-Muslim IAT</b>	<i>Arab-Muslim</i> ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
<b>Sexuality IAT</b>	<i>Sexuality</i> ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
<b>Skin-tone IAT</b>	<i>Skin-tone</i> ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
<b>Gender-Career IAT</b>	<i>Gender - Career</i> . This IAT often reveals a relative link between family and females and between career and males.
<b>Presidents IAT</b>	<i>Presidents</i> ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
<b>Religion IAT</b>	<i>Religion</i> ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.
<b>Asian IAT</b>	<i>Asian American</i> ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
<b>Disability IAT</b>	<i>Disability</i> ('Disabled - Able' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.
<b>Race IAT</b>	<i>Race</i> ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
<b>Gender-Science IAT</b>	<i>Gender - Science</i> . This IAT often reveals a relative link between liberal arts and females and between science and males.
<b>Age IAT</b>	<i>Age</i> ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
<b>Weapons IAT</b>	<i>Weapons</i> ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
<b>Native IAT</b>	<i>Native American</i> ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

# BLIND SPOT

HIDDEN BIASES  
*of*  
GOOD PEOPLE

MAHZARIN R. BANAJI  
ANTHONY G. GREENWALD



# Action Steps & Ideas

- Awareness & Acknowledgement
- Education
  - Ex. Book studies, presentations
- Engage with individuals whose identities are different than your own
- Expose yourself to counter-stereotypical exemplars
- Learn about orientations & identities
- Make your spaces welcoming to all
- Neutralize language
  - Who is in your family?
- Use Person-First language
- Review documents to ensure inclusive language
- Collect data or surveys
- Be an ally, stand up against discrimination