

Magistrate Specialty Seminar

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Implicit Bias

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Understanding Implicit Bias

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Objectives:

- Develop a better understanding of what implicit bias is and how it works.
- Identify ways in which our biases impact real-life situations (hiring decisions, interactions with consumers and colleagues, etc).
- Create a practical approach to reducing the impact of biases on our daily interactions with others.

The benefits of an inclusion.

- Provide a wider range of services.
- Increased creativity.
- Attract a greater range of quality applicants.
- Attract more consumers/impact more people.
- Decreased turnover.

Implicit Bias

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

Synonyms:

Unexpressed
Unspoken
Unvoiced
Wordless

Antonyms:

Expressed
Spoken
Voiced
Explicit

Characteristics of Implicit Biases.

- They are pervasive.
- Don't always align with our declared beliefs.
- We typically favor "our" group.
- Biases are malleable.

Providing equitable service... regardless of:

socio-economic status
ethnicity
religion
sexual-orientation
ability status
other cultural identity
language

race
gender
place of origin
political persuasion
marital status
educational background
age

Bias... in favor of or against something.

- We all have them!
- Intentional: *Something that is done willfully or purposely.*
- Unintentional: *Not done on purpose.*
 - *If I step on your foot...*

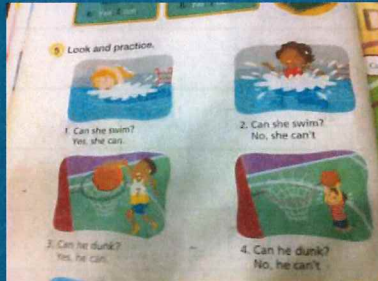
Our biases start early:

- Between 2 and 5 we start to identify differences, such as:
 - gender.
 - race.
 - ethnicity.
 - disabilities.
- As we get older... we become more aware of:
 - socio-economic status.
 - marital status.
 - orientation.

Gender Misinformation



Racial Misinformation



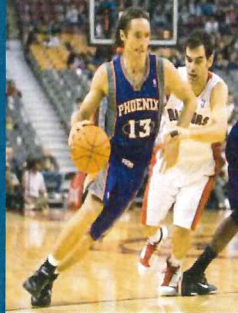
Examine your biases... and run towards them!

- Address misinformation.
- Examine how it was acquired.
 - How did your parents feel about different groups?
 - What did they communicate through their actions and words?
 - Where your parents friends with different people?
 - What did you learn in school about different people?
 - Was there a lack of information about some people?
 - Are there some people you shy away from? Why?

Combating Bias



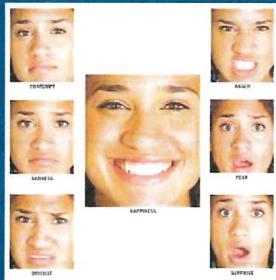
3 Choices...



Micro-Expressions

- Paul Ekman
- A brief, involuntary facial expression.
- Indicates a specific emotion.
- Seven universal expressions.
 - Disgust.
 - Anger.
 - Fear.
 - Sadness.
 - Happiness.
 - Contempt.
 - Surprise.

Micro-Expressions



Creating a Non-judgmental approach

- It's behavior based.
- It takes practice.
- It's about treating people as individuals.

Decision Making... Bias(less)

- Focus on facts rather than "gut-feelings".
- Identify your stereotype triggers.
- Surround yourself with people who violate your expected stereotypes.
- View everyone as an individual.
- Evaluate with a trusted and grounded colleague.

Adapting to a changing environment:

- Examine your own biases.
- Learn about different cultures.
- Learn about key issues that are impacting other people's community.
- We are building relationships because they are people... not sources of information.
