

IMPLICIT BIAS

WHAT EDUCATORS NEED TO KNOW : 2020 READ TO SUCCEED EARLY CHILDHOOD VID CON:
BAILEY & RIGGINS: JULY 22.2020

IMPLICIT BIAS

WHAT WE DON'T THINK WE THINK



MOMENT OF REMEMBRANCE

Say their names: *Tell their stories*

- George Floyd Ahmaud Arbery Tony McDade Trayvon Martin
- Laquan McDonald Freddie Gray Eric Garner Aiyana Stanley-Jones
- Botham Jean Michael Brown Sandra Bland Yvette Smith
- Alton Sterling David McAtee Walter Scott Breonna Taylor
- Tamir Rice Philando Castile Stephon Clark Rayshard Brooks
- Andres Guardado Martin Luther King, Jr. Rosa Parks Medgar Evers
- March from Selma Emmett Till Rodney King Gordon
- Amaria Jones Mekhi James Malcom X Tulsa Race Massacre
- The Unnamed

Kadir Nelson, "Say their Names": *New Yorker*, June 14, 2020:

<https://www.newyorker.com/culture/cover-story/cover-story-2020-06-22>



CONVERSATIONS

- Define implicit bias
- Explore implicit bias & critically reflect on our biases
- Examine the impact of implicit bias on personal, professional practice, diverse children, families, & communities.
- Explore the link between implicit bias and expulsion rates particularly for African American boys
- Review implicit bias resources including on-line modules

IMPLICIT BIAS POLLS

- Even educators with the greatest intentions and unwavering desire to ensure the best for children or treat all children the same still have implicit biases.

Agree

Unsure

Disagree

- Educators' experiences and implicit biases may influence their interpretation of situations that may require discipline and contribute to discipline disparities based on students' race.

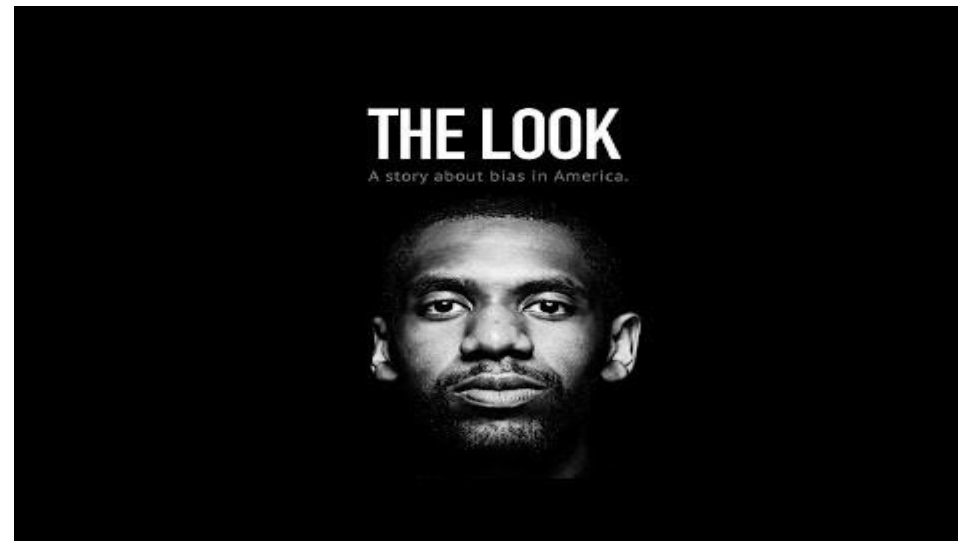
Agree

Unsure

Disagree

Bailey, Pullis & Riggins, July 22, 2020

P & G: THE LOOK



REFLECTIONS

- What elements of implicit & explicit bias existed in “The Look”?
- Have you experienced or given “The Look”?
- What was your experience?
- How did you react or respond to “The Look”?

THE REALITY

IMPLICIT BIAS

WHAT WE DON'T THINK WE THINK



WHAT IS IMPLICIT BIAS?

- Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner (The Kirwan Institute for the study of Race & Ethnicity: State of the Science: Implicit Bias Review, 2015).
- Implicit bias refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, without our conscious awareness (Fuller & Yeh, 2018).

Bailey, Pullis & Riggins, July 22, 2020

WHAT DO YOU SEE?



WHAT DO YOU SEE?



WHAT DO YOU SEE?



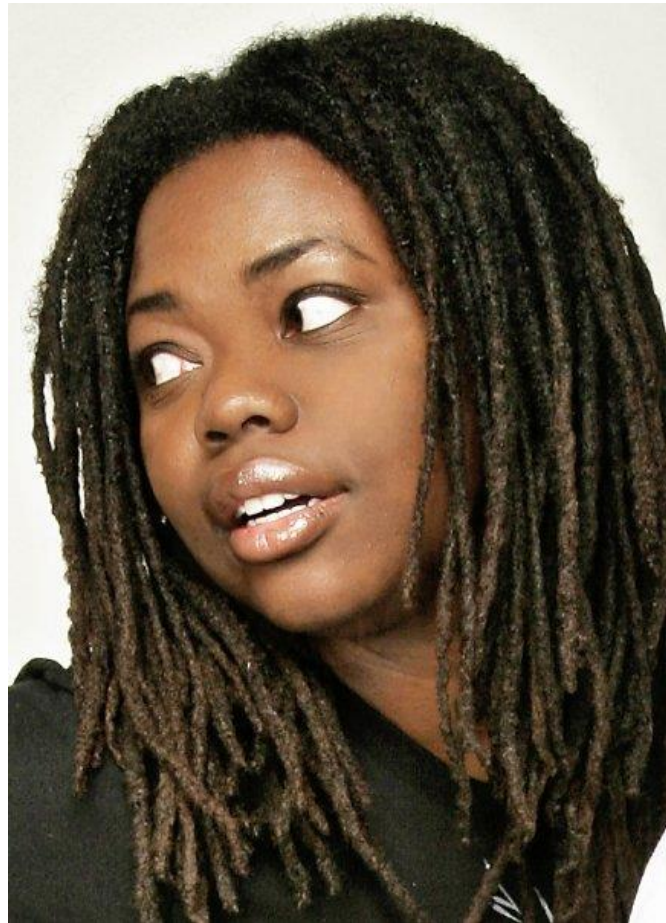
WHAT DO YOU SEE ?



WHAT DO YOU SEE ?



WHAT DO YOU SEE ?



WHAT DO YOU SEE ?



BIASES

- Are favorable (positive) and unfavorable (negative)
- Are activated involuntarily
- Are neutral evaluations- favorite food or colors
- Reside deeply in our subconscious
- Are not accessible through introspection or self-awareness
- Causes us to develop feelings and attitudes
- Form early in life

The Kirwan Institute: State of Science: Implicit Bias Review, 2015 & Implicit Bias Module Series, Kirwan Institute for the Study of Race and Ethnicity, 2018: <http://kirwaninstitute.osu.edu/implicit-bias-training/>

KEY CHARACTERISTICS OF IMPLICIT BIAS

- Implicit biases are pervasive. *We all have biases even judges.*
- Implicit & explicit bias are related but different constructs & may reinforce each other.
- Implicit biases may not align w/ our developed beliefs or reflect stances we would explicitly endorse.
- Implicit biases may favor or be against our own in-group.
- Implicit biases are malleable.

The Kirwan Institute: State of the Science: Implicit Bias Review, 2015

IMPLICIT BIASES

- Preference for a certain group
- Dislike for a certain group
- Outside our awareness
- Based on stereotypes and attitudes
- Usually developed early in life
- Tend to strengthen over time

Fuller & Yeh 2018



IMPLICIT BIASES INFLUENCE...

- Misjudging size/threat (e.g., seeing African Americans as aggressive, criminals, or dangerous – Staats, 2015-2016)
- Misjudging age/culpability (e.g., adultification- assigning adult characteristics to young children, black felony suspects thought to be **4.59** years older than their age).
- Force rates by police (e.g.. Blacks experiencing increased use of force by police).
- Unequal medical treatment
- Unequal gender treatment

Fuller & Yeh, 2018

ADULTIFICATION

- Black girls routinely experience adultification bias.
- Adultification is linked to harsher treatment and higher standards for black girls in school.
- Negative stereotypes of black women as angry, aggressive and hypersexualized are projected onto black girls.
- Adults attempt to change black girls' behavior to be more passive.
- Adultification bias can lead educators and other authorities to treat black girls in developmentally inappropriate ways.
- Factors that contribute to adultification bias include racism, sexism, and poverty.
- Adults have less empathy for black girls than their white peers.

Georgetown Law Center on Poverty & Inequality, 2019

WHY WE CAN'T WAIT: SOBERING FACTS

What are you seeing & experiencing today?

- Media?
- Education?
- Judicial?
- Health care?





The Elephant in the Classroom:

Teachers' belief in their students' academic skills and potential is "a vital ingredient for student success" because it is linked to students' beliefs about "how far they will progress in school, their attitudes toward school, and their academic achievement." – The Graide Network, 2018

TEACHERS' BIASES & DISCIPLINE

- Teachers are susceptible to influence of implicit bias when disciplining
- Unconscious associations (implicit biases) influence teachers' interpretations of situations
- Students of color may experience discipline for subjective offenses
- Implicit bias affects disciplinary actions and decisions
- Staats, 2015-2016

WHY WE CAN'T WAIT...SOBERING FACTS IMPACT OF IMPLICIT & RACIAL BIASES

- Nationally, 1.2 million black students were suspended from k-12 public schools in 2011-2012 according to available federal data.
- African Americans were suspended at rates five times or higher than their proportion of the student body.
- In the South, black girls make up 56% of suspensions and 45% of expulsions.
- Equal Justice Initiative, 2015.

PRESCHOOL TEACHERS & IMPLICIT RACIAL BIAS

Dr. Gilliam's research revealed...

- Black & white teachers demonstrate implicit bias
 - Race matters when addressing biases
 - Teachers *regardless of race* watched black children especially boys the most for expected challenging behaviors.
-
- Jackson Free Press, 2017

WHAT ABOUT PRESCHOOLERS?

- Three B's (Big, Black, or Boy) predicted preschoolers' risk for expulsion
- Black preschoolers are **3.6** more likely to be suspended than white preschoolers

- Gilliam, 2005, Jackson Free Press, 2017

WHAT ABOUT QUEER GIRLS?

The Fragile Families & Child Wellbeing Study found:

- Sexual orientation has different meaning for boys versus girls.
- Teens who reported being attracted to the same sex, had a 29% higher odds of being suspended or expelled.
- Girls who reported being attracted to other girls were 95% more likely to be suspended than girls who were attracted to boys.
- LGBTQ students of color (i.e., Black students, Latino students, multiracial students, face higher levels of detention, suspension, or expulsion than white students (Greenesmith, 2018)
- -Lawson, 2018

WHY WE CAN'T WAIT...SOBERING FACTS

Students who experience suspension or expulsion are more likely to...

- Repeat a grade
- Drop out of school
- Become involved in the juvenile justice system

Equal Justice Initiative, 2015; United States Government Accountability Office, 2018

IMPLICIT BIAS IS...

Increased by:

- stress
- time pressure
- multi-tasking
- lack of clear criteria for decision-making
- ambiguous or incomplete information
- lack of familiarity with groups

Not reduced by:

- good intentions
- someone else telling you to reduce your bias
- suppressing bias
- avoiding people from other groups
- thinking you don't have bias

ADDRESSING IMPLICIT BIAS

- Identify & acknowledge the bias
- Stop the bias while its occurring.
- Take action to change the bias.

Scialabba, 2017

ADDRESSING IMPLICIT BIASES

- Stereotype replacement
- Individuation (i.e., process- integrating conscious with unconscious)
- Perspective-taking
- Empathy
- Increase opportunities for contact

Fuller & Yeh, 2018

RESOURCES

- *Big, Black, or Boy: Preschoolers Face Higher Expulsions and Suspensions:*
<http://www.jacksonfreepress.com/news/2017/mar/23/big-black-or-boy-preschoolers-face-higher-expulsio/>
- Fuller, J.M. & Yeh, R.M. (2018). Unconscious bias. What is it? How to address it?. Retrieved from: https://www.fr.com/wp-content/uploads/2018/02/SDCLE_Program_10_Presentation_Fuller.pdf
- Georgetown Law Center on Poverty & Inequality (2019). Listening to black women & girls: Lived experiences of adultification bias: <https://www.law.georgetown.edu/news/research-confirms-that-black-girls-feel-the-sting-of-adultification-bias-identified-in-earlier-georgetown-law-study>

RESOURCES

- *Implicit Bias Tests:* <https://implicit.harvard.edu/implicit/takeatest.html>
- *Kirwan Institute:* <http://kirwaninstitute.osu.edu/implicit-bias-training/>
- *Racial Equity Institute:* <https://www.racialequityinstitute.com/>
- Staats, C. (2015-2016). Understanding implicit bias: What educators should know. Retrieved from: <https://files.eric.ed.gov/fulltext/EJ1086492.pdf>

REFLECTIONS...

- Right now I am thinking...
- Right now I am feeling...

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