

Implicit Bias Summary Slides

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Implicit Bias Definition

”A negative attitude, of which one is not consciously aware, against a specific social group.”

- **American Psychological Association**

Implicit Bias Activators

- **Misattribution:** People primed with Black faces view stimuli as more negative than people primed with White faces
- **Ambiguity:** In an uncertain/high pressure situation, people rely more on stereotypes to make decisions
- **Self-fulfilling Prophecy:** Using rare/uncommon occurrences as a reason to uphold bias

Stereotypes

- Descriptive: Used to describe groups (Men **ARE** assertive)
- Prescriptive: How certain groups should be; expectations (Men **SHOULD BE** assertive)

STEREOTYPES ARE NOT THE TRUTH

Identity Threat

Concern that you will confirm, or be seen to confirm, group stereotypes

Example: Women may be concerned about being assertive in the workplace because they may fear being called “bossy”

Microaggression

A comment or action that subtly and often unconsciously/unintentionally expresses a prejudiced attitude toward a member of a (marginalized) group

Examples:

- Asking a Black woman if “that’s her real hair”
- “You speak so well” (insinuating that you don’t think their social group is articulate)

Allyship

Behaviors that advance the improvement of marginalized group's well-being

Allyship Conversations

Step 1: What Happened?

What happened during the original conversation? Making sure we're all on the same page.

Step 2: Address Feelings

How did you/others feel during the original conversation? How did they feel during the conversation? Avoid judgement.

Step 3: Separate Behavior from Person

“I know you're a good person, but when you said 'X', it was hurtful and I'd like to speak with you about it.”

Allyship Conversations (Additional Notes)

- Approach the conversation after you have taken time to process and plan out what you want to say/how you want to say it
- Arguing will result in the person shutting down and getting defensive. Do not use argumentative/accusatory language
- Remember, the important thing is to get your message across to provide a learning experience and safer environment for everyone involved
- Find a friend to hold you accountable when you say something hurtful

We are all learning!

You WILL mess up sometimes. When you do,
recognize it and strive to be better

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