



ANDRE KOEN

RECYCLING MINDS

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Implicit Bias

Part I workbook



Implicit Bias



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Andre Koen: Hello, my name is Andre Koen, and I just want to welcome you to this particular training on implicit bias.

Now, I know for many of you, this idea of the concept of implicit bias or even having diversity conversations can sometimes seem uncomfortable. You may have some thoughts that you don't think are necessarily popular with other folks.

What I'd like to suggest is that in this particular presentation, I'm only going to ask you to do one thing, and that is to be a critical thinker.

What does it mean to be a critical thinker? Well, simply, I want you to take the information that we offer. See what makes sense for you. Weigh it with other pieces of information that you're getting in your environment, in your workplace, and in your world, and see what it is that you can actually make actionable in your own life.

I'm not asking you to believe everything that I'm offering or to accept it as general rule or way of living, but I would like for you to be a critical thinker as we engage in this process.

What is implicit bias? Before we start to unravel all of those things, let's first talk about this idea of bias. I would submit to you that we all have bias, because we all come from a context.

When I say we all come from a context, what I mean is, geographically, temporally, the time that we grew up in is very different. Each of us responds to those things in very different ways.

Those become the center points of our bias. Bias is simply the mental direction that you lean towards or against a particular thing, concept, or in this particular case, a person.

When we talk about this idea of bias, I want to let you know that it's not necessarily a bad thing. There are certain biases that can actually bear fruit.



Commonalities and Differences



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TRUTHS

HUMANS CAN LEARN, CHANGE, AND GROW

PEOPLE DO WHAT THEY THINK WORKS

ALL BEHAVIOR IS GOAL DIRECTED

ATTITUDE IS A REACTION TO GOALS

What is it that people want?
 If we look at the universality of the human condition, one might suggest that we all want the same things?

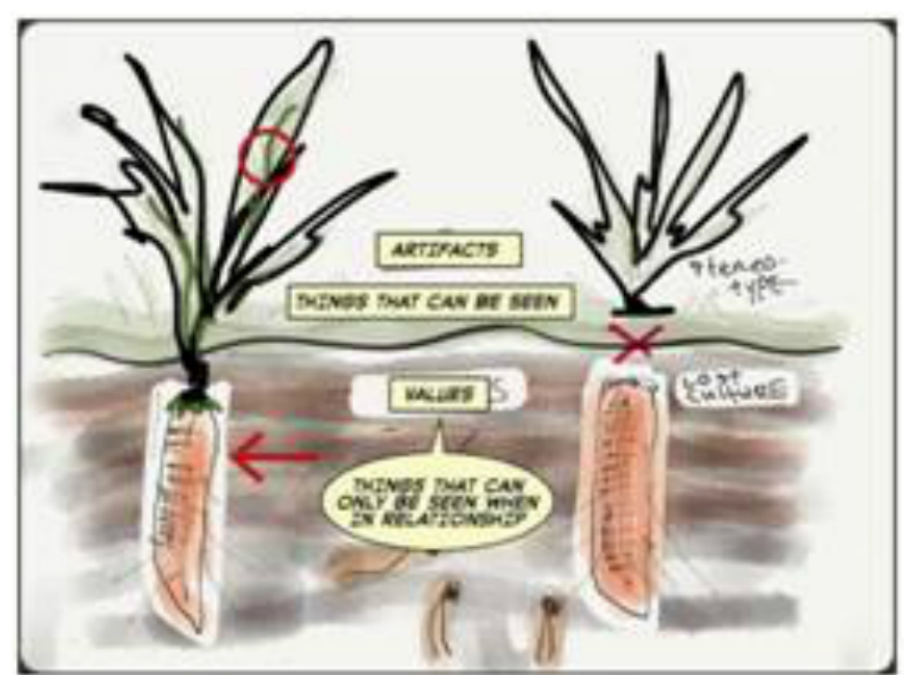
If we look closer we also can conclude that our context requires us to adapt to get these needs met.

Human needs: Self efficacy

**SIGNIFICANCE
 BELONGING
 SAFETY**

So what are these common human goals?
 We are all looking for Significance, Belonging and/or Safety.
 Our methods for attaining these goals are set by or required by our context (upbringing, country, government structures).
 These behavioral contextual adaptations we call Culture.

Context and Culture
 Culture is a group's adaptation to a Context. As Context changes so do vibrant viable cultures. Artifacts of a culture are the physical manifestation of deeply held values. When we see artifacts they give glimpses into what a culture values.
 Being rooted in a cultural experience provides safety and protection but also limits our worldviews. Cultures have a particular worldview, paradigm and this perspective leads to blind spots, the basis of implicit bias.



Context is Everything

We all come from a context and all have cultures who have done their best to adapt to that context?

Take time to think about the context that you come from. In the exercise below you will be asked to do just that.

As you complete the assignment. I want you to think about who was influential or infamous in your family?

What about that person or persons made them an individual to be noted?

What demands were made on them by their context, situation or position in the world that they responded to?

What lessons were you told to glean from their experiences or modeling?

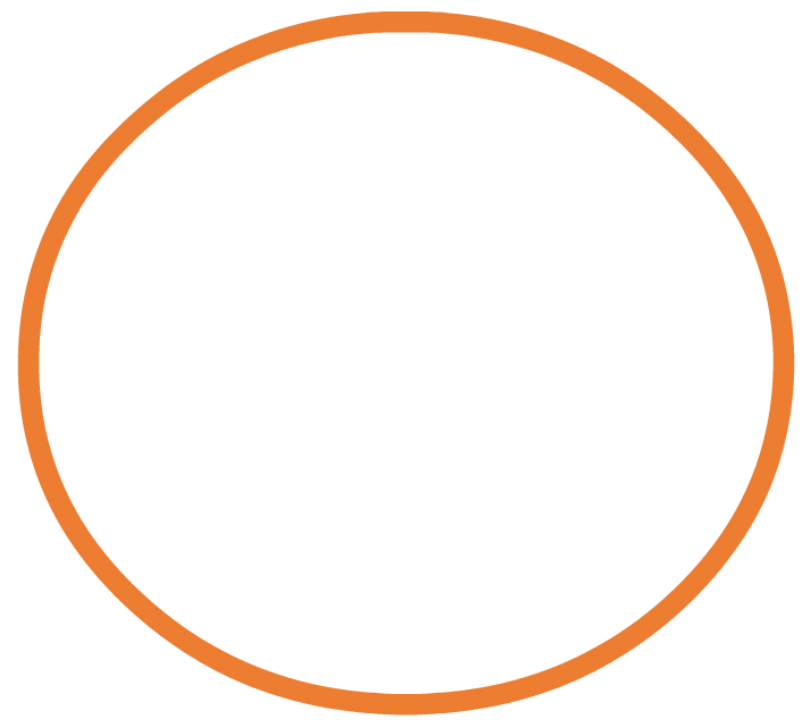


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Context Is Everything...

Genogram Use this chart to diagram your family as best you can with your parents at the center. Add siblings, births, deaths or any life changing events for 3 generations. You may chose maternal or paternal relationships. Circles & Squares represent people, and straight lines marriage, dotted lines divorce or loss of connection. You are free to add symbols, dates and people to this diagram.

Y
O
U



What we know...

What we understand about the world stems from what our caretakers taught us. Those early care givers gave us the best of what they knew as a tool for the advancement of their genetic code, philosophy and culture.

What were things you were taught as a young person that have had a profound impact on your worldview today?

What things can you recall that you found to not be so useful?

What Paradigms or Worldviews are you passing along?

What we know...

This circle represents "ALL HUMAN KNOWLEDGE"!

You will divide this circle into 3 pieces. Draw a slice or piece that best represents the size of your knowledge base on the question.

Piece/Slice #1: How much do you know of ALL there is to know?

Piece/Slice #2: How much are you aware that you do not know? (e.g. a foreign language, flying a plane are a few things I know I don't know how to do)

Piece/Slice #3: So what is contained in the 3rd piece of you pie?

What you know you don't know, you don't know: your Blind Spot.

Where did you get your earliest Paradigms and Blind Spots?

Why can these Blind Spots be problematic?

How do you discover Blind Spots?

IMPLICIT BIAS

BLIND SPOTS



What is Bias?

A thought, position or attitude in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

Our Bias stems directly from our context and the cultures that have adapted to that context produce a paradigm that contains blind spots.

Two people walk into a store at the same time. Person #1 is followed, stalked and asked if they need help in a manner that does not suggest that help is actually going to be given.

Person #2 is welcomed into the store, introduced to staff and given free reign of the showroom floor and items are brought to them to examine for purchase.

|||||||

What Bias might we be able to infer about bias from this short exchange?

How is Bias present in the scenario?

What other ways might people describe this experience?

How do you think each shopper feels given how they were treated?





What is implicit bias? Before we start to unravel all of those things, let's first talk about this idea of bias. I would submit to you that we all have bias, because we all come from a context. When I say we all come from a context, what I mean is, geographically, temporally, the time that we grew up in is very different. Each of us responds to those things in very different ways.

Those become the center points of our bias. Bias is simply the mental direction that you lean towards or against a particular thing, concept, or in this particular case, a person. When we talk about this idea of bias, I want to let you know that it's not necessarily a bad thing. There are certain biases that can actually bear fruit.



For example, I'm walking down the street and there are six guys coming towards me. It's 11:30 at night. I have a bias of what that situation presents for me. Given that, I'm walking down the street and I'm by myself. These six guys are coming towards me. It's late at night. What decision do you think I might make?

Yeah, I cross the street. Why? Because I have a bias towards this situation, I judge this particular situation as potentially dangerous, and so, I'm looking for ways to be safe. Bias sets us up for some pitfalls, as well as a launching point. As we talk more about this idea of bias, I wanted to hand this to you. We don't see the world as it is, we see the world as we are.



BIAS!

Pros & Cons



PROS

What might be advantageous about having a bias?
How might favoring your context or comfort zone aided in the advancement of human culture?

CONS

When might a bias be a disadvantage?
When might have favoring ones comfort zone or context been limiting or even harmful to human cultural development?

Explicit Bias



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Explicit Bias

Let's talk about explicit bias. Explicit bias is pretty in your face, I mean the whole idea of implicit bias is that it's easy to define, and we know when people are out of pocket.

Examples of people who exhibited explicit bias would be folks like the Michael Scott from the Office, or Archie Bunker from All in the Family, America's favorite bigot.. The interesting thing about All in the Family show and the character Archie Bunker was that it brought together two groups of people simultaneously for two different reasons.

People loved Archie. He spoke his mind. He gave it to the people, the way people really felt. And then other people saw Archie as a caricature or archetype of a long past bygone period. Those two groups of people were able to watch this explicit bias performed on national television.

Explicit bias are those jokes, those comments, those off-color inappropriate things that we might not necessarily say to our loved ones in a public forum, but that we reserve for those private moments. We know that they are crouched in things that are often not known to be PC, or Politically Correct. We have mechanisms to deal with those explicit biases.

Implicit bias is quite the opposite. It takes a bit more concentration and thoughtfulness to actually grab a hold to this concept of implicit bias. Before, we talked about coming from a context. The context that I come from has shaped my worldview and my paradigm how I see the world in a particular way.



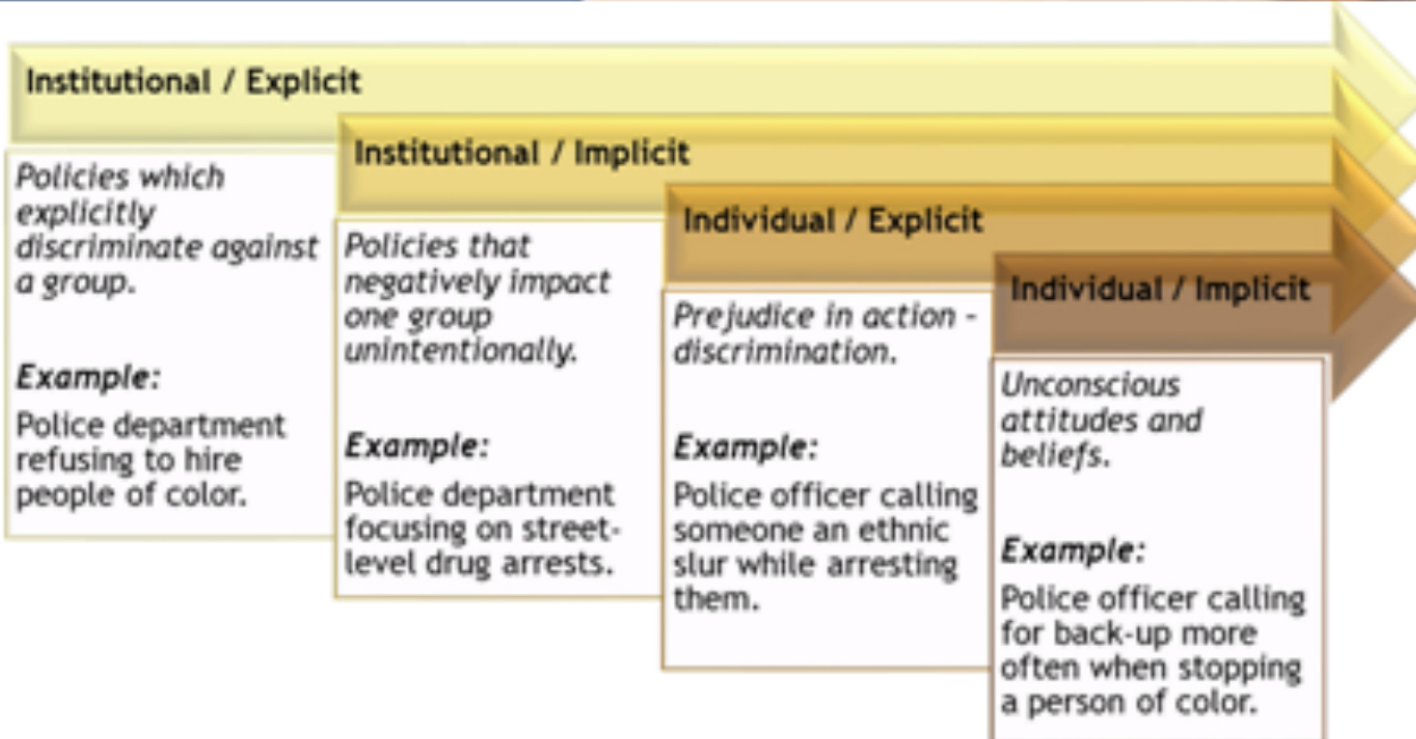
Think about this:

- What are the characteristics of people who exhibit explicit bias?
- What labels are given to people who are seen to have explicit bias?
- What do you think might be the root of explicit bias?
- When do you think people who hold explicit bias change?



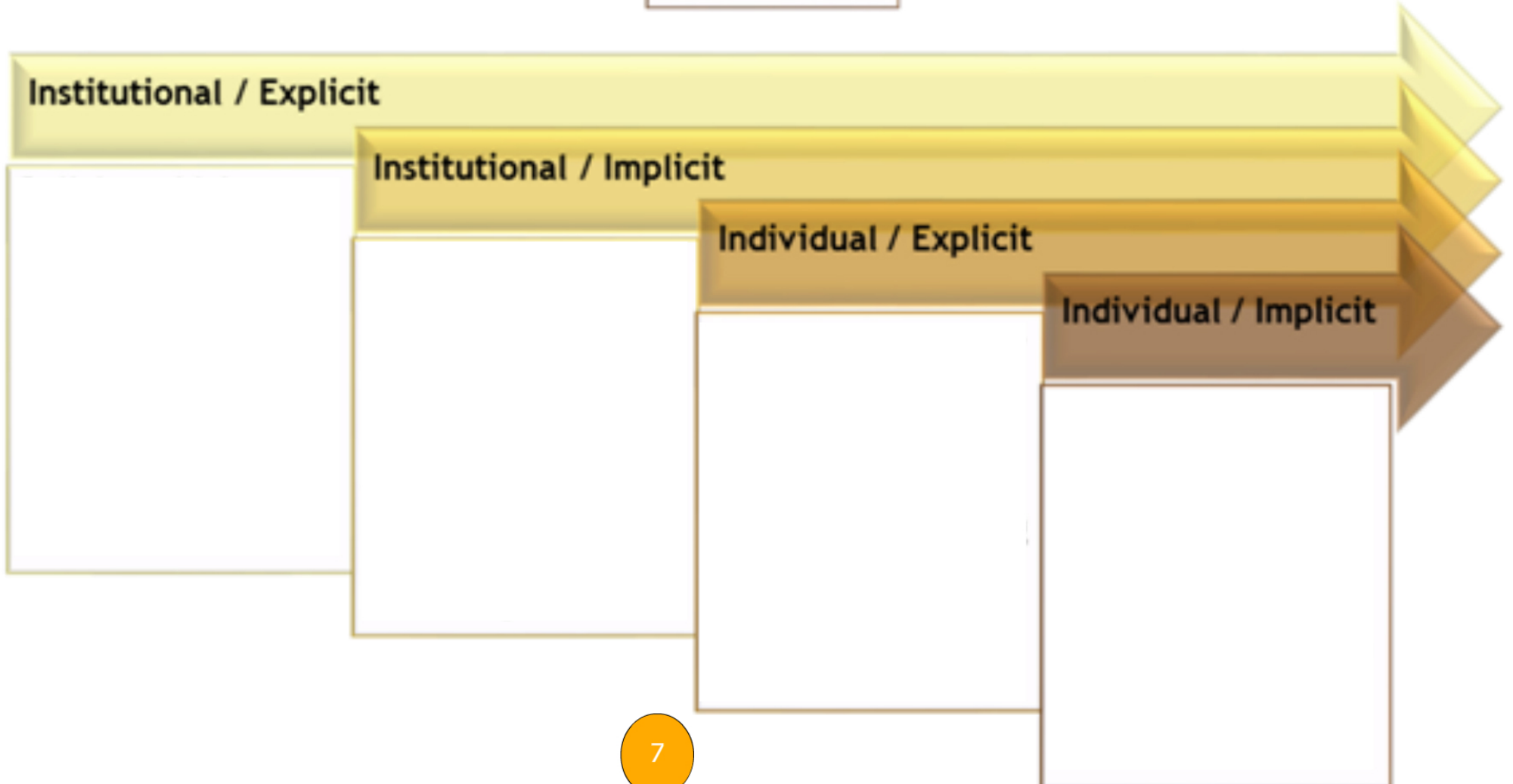
EXAMPLES OF EXPLICIT BIAS

JOKES
INAPPROPRIATE
& OFF COLOR
COMMENTS
POLITICALLY
INCORRECT
OBSERVATIONS



In the chart below fill in examples from your personal or professional experience.

As you reflect on the intersection of personal and institutional what do you think might be the overall impact on people who act within these system and those acted on by these systems?



Implicit Bias



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The Store

Two individuals walk into a department store at exactly the same time. One of those individuals gets followed throughout their visit to the store, so much so that they get frustrated and they leave without purchasing anything. That second individual is able to roam freely in the store without having store security or anyone follow them.

Actually, the requests for help are pretty genuine in their encounters. That person also leaves the store without purchasing anything. They actually left with more than what they came with. If I were to ask you to describe these two individuals, what words, what thoughts, what concepts come to mind when you hear that story given the context that I created for you? That, my friend, is implicit bias.



Unawareness can actually cause me problems, particularly when I try to apply those concepts to human beings. How might implicit bias have negative effects? Let me paint you a picture. Two individuals walk into a department store at exactly the same time. One of those individuals gets followed throughout their visit to the store, so much so that they get frustrated and they leave without purchasing anything. That second individual is able to roam freely in the store without having store security or anyone follow them.

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IMPLICIT BIAS

BLIND SPOTS

What is Implicit Bias?

It is simply operating in a state of unawareness. Implicit bias is a bias judgment, attitude and/or behavior that results from a lack of conscious awareness of contextual and cultural blind spots

IIII ACT I IIIII

So two people walk into a store at the same time. Person #1 is followed, stalked and asked if they needed help in a manner that does not suggest that help is actually going to be given.

Person #2 is welcomed into the store, introduced to staff and given free reign of the showroom floor and items are brought to them to examine for purchase.

IIII ACT II IIIII

Person #1 is so disgusted with the lack of customer service and the overbearing sales staff that they leave without purchasing anything.

Person #2 Had an enjoyable experience at the store and promises to come to the store again. This person also leaves the store without buying anything, including the sweater that was stuffed in the bag they were carrying?

IIIIIIIIII

How did the staff miss that?

What might have been some of their assumptions or biases that lead to a wrong conclusion?

What do you think person #1 looked like?

Your description say a lot about your bias.



Implicit Bias



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Yeah, I cross the street. Why? Because I have a bias towards this situation, I judge this particular situation as potentially dangerous, and so, I'm looking for ways to be safe. Bias sets us up for some pitfalls, as well as a launching point. As we talk more about this idea of bias, I wanted to hand this to you. We don't see the world as it is, we see the world as we are.

For example, rain is it good or is it bad? Snow, is it good or is it bad? I would suggest to you that whatever your bias is dictates how you'll behave, given that particular situation. Here in Minnesota, we know that we have quite a bit of snow. You can either get with the program and go ice fishing and hangout in this weather, or you can be a shut in for the greater part of six months of the year.

Snow is not a good thing, or a bad thing. It just is. But it is that bias that you have that really determines how you will interact with the world. And so, we don't see the world as it is, we see the world as we are.

Bias in of itself is not a bad thing, but when we try to apply those principles from our limited context to people, particularly people that we don't know that's when we start to have some difficulties in our workplace, and in our environment.

We just talked a little bit about bias, now let's talk about this implicit part. What exactly does it mean to be implicit? Let's flip that. Let's talk about explicit bias. Explicit bias is pretty in your face, I mean the whole idea of implicit bias is that it's

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This also means that there are pieces of the world and pieces of even my own understanding that I may not necessarily be aware of, because those fall into the areas that I might call, "blind spots." So, implicit bias are oftentimes blind spots that I'm not aware of.

Unawareness can actually cause me problems, particularly when I try to apply those concepts to human beings. How might implicit bias have negative effects? Let me paint you a picture.

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IMPLICIT BIAS

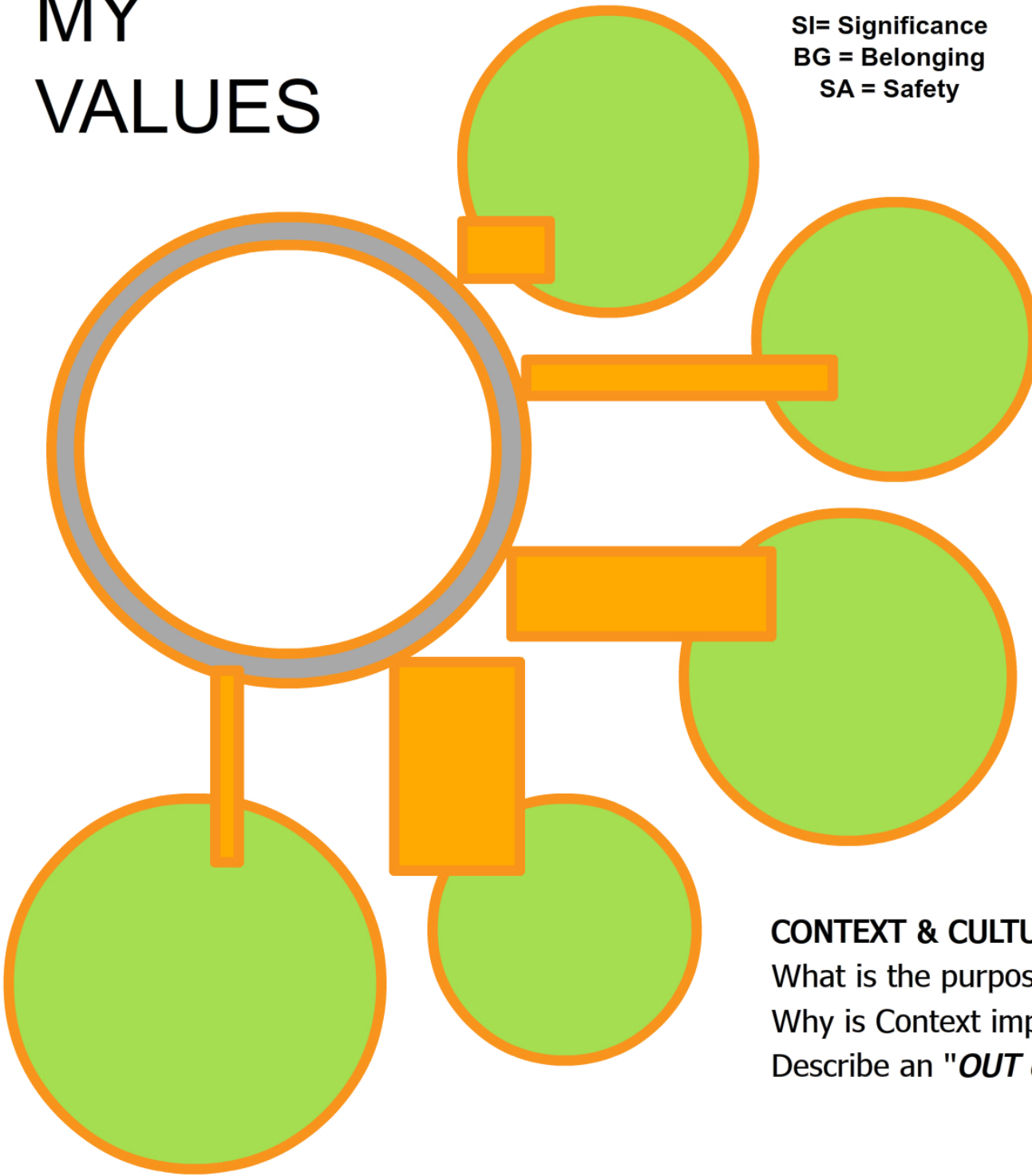


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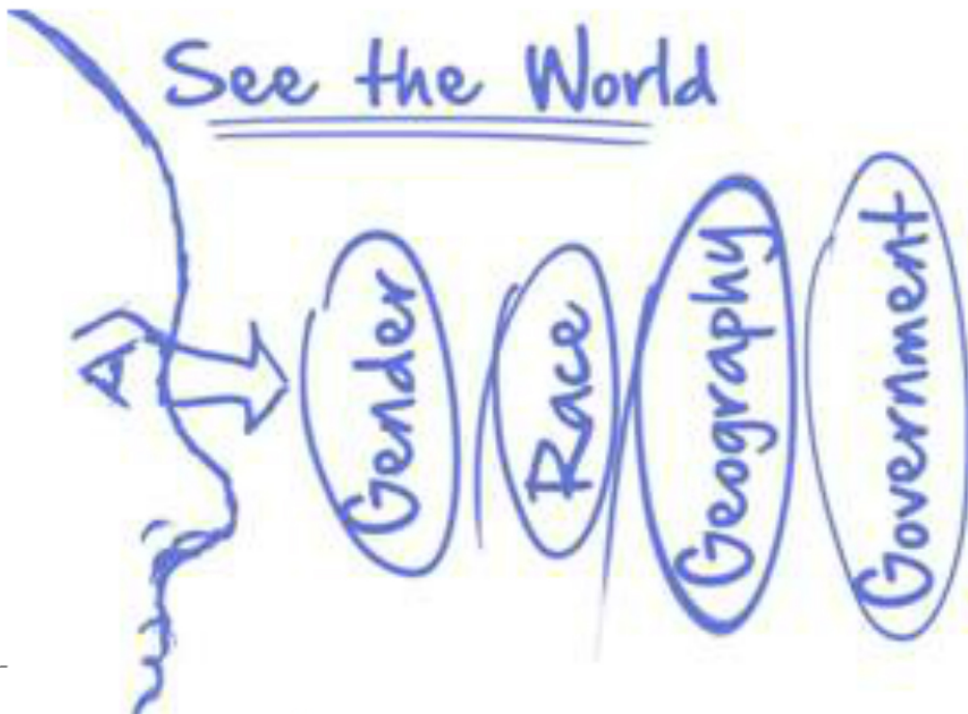
MY VALUES

SI= Significance
 BG = Belonging
 SA = Safety

My VALUES are not negotiable, however my methods could be.



CONTEXT & CULTURE is everything.
 What is the purpose of CULTURE?
 Why is Context important?
 Describe an "*OUT of CONTEXT PROBLEM*".



PARADIGM:

There is no inherent conflict between human beings.

The Universality of the human condition propels us towards certain basic aspiration and needs

What is an attitude?

**NO, BUT
 YES, BUT
 YES, AND**





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THE SEASON OF INTENT

Sticks and Stones...

Laws have been created to deal with, manage and give consequences for larger social ills.

Impact vs. Intent.

In Human Relation's work we talk about, deal with and learn to manage human behavior.

Intent vs. Impact.

IMPACT vs INTENT

Human Resources, Internal Affairs & EEOC Compliance:

Laws are able to fix or offer remedies, consequences for these conflicts or misunderstandings



Notes

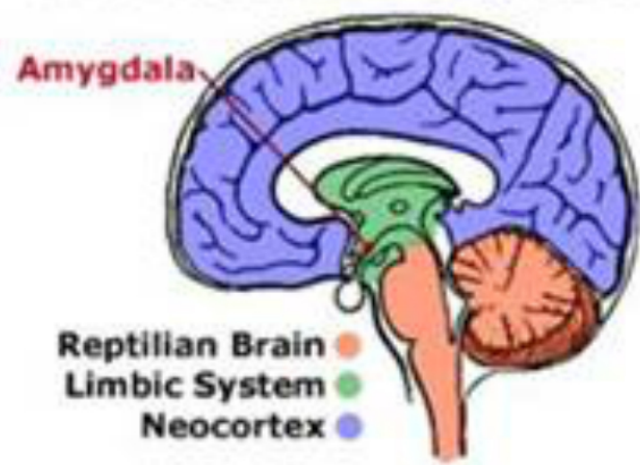
INTENT vs IMPACT

Personal Relationships, cultures, morale and workplace environments:

We take care of each other, add the human element to procedures and policies.



The Evolution-Designed Brain



The Art of Happiness in a Troubled World. By the Dalai Lama and Howard Cutler. (2009). Graphic - <www.buzzle.com/articles/the-role-of-values-in-wisdom.html>



IMPLICIT BIAS



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IMPLICIT BIAS



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IMPLICIT BIAS



there is **Dignity & Honor** in **Being Human**

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Multiculturalism promotes an understanding that the human experience includes, but is not limited to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation..

Defining diversity: Diversity is understood as the fact of human difference that makes a difference in how we interact with one another, communities, institutions and ourselves, relative to developing and respecting human potential, creating a supportive, nurturing climate and environment, and acknowledging legal responsibilities to historical inequalities.

To heal the harms of the past, to improve our current conditions and provide a future free of bias and discrimination we must look for and offer people the dignity and honor in what it means to be human, even when people don't live up to being their best selves.

Dignity

Honor

Being

Human



WHAT IS BIAS?



EXPLICIT BIAS



EXPLICIT BIAS



EXAMPLES OF EXPLICIT BIAS

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BLIND SPOTS



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IMPLICIT



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