Implicit Bias

Sacramento | Alondra Ruiz

CALIFORNIA STATE LANDS COMMISSION
So, What is Implicit Bias?

- Learned attitudes or stereotypes that exist in our subconscious and can involuntarily affect the way we think and act
- Also known as unconscious bias
What causes Implicit Bias?

• Everyone engages in it because the brain works in a way that makes associations and generalizations

• Environment you’re in and the stereotypes that exist in society already
# Types of Implicit Bias

<table>
<thead>
<tr>
<th>Gender Bias</th>
<th>Race and Ethnicity Bias</th>
<th>Ability Bias</th>
<th>Age Bias</th>
</tr>
</thead>
<tbody>
<tr>
<td>Happens to individuals who assume a specific gender is better equipped to handle an occupation</td>
<td>Prejudice or discrimination against people/group because of their race/ethnicity</td>
<td>People who favor those who possess skills and talents similar to their own</td>
<td>Prejudice or discrimination against people/group because of their age</td>
</tr>
</tbody>
</table>
Why is it important to recognize it?

- You can affect people without knowing
- More inclusive workspace
Bias are like danger detectors

<table>
<thead>
<tr>
<th>Safe</th>
<th>Unsafe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Familiar, same</td>
<td>Unfamiliar, different</td>
</tr>
</tbody>
</table>

Bias uses the “automatic” or “fast” brain to keep us safe
Good or Bad thing?

Neither!

• It can usually be seen as a negative thing but it’s neither bad nor good
• It makes you human
• However, it can have a good or bad impact
Why does it occur?

Our conscious brain can overcome the unconscious bias
To do it you have to slow down and use the thinking part of the brain

System 1 works automatically and quickly, with little or no effort and no sense of voluntary control.

System 2: allocates attention to the effortful mental activities that demand it (e.g. complex computations)
Examples/in the workplace

• Having a person who is POC/blue collared/ a women/person with disabilities candidate do more than they have to in order to be “better safe than sorry”
• “Assertive women are difficult”
• Names that don’t sound American can cause difficulty to get even an interview
• Non-white hairstyles and textures are considered “less professional”
What can we do about implicit bias?

- Become aware
- Apply practices
- Make policies
- Be accountable
Tools for change:

1) Recognize the bias that exist. Ask yourself would people of a different race/gender or etc to you be treated in the same way?

2) Slow down decision making. Take time to reconsider decisions before quickly reaching the wrong conclusions about things(or people)

3) Question stereotypes

4) Challenge/monitor each other
Implicit Attitude Test (IAT)

- The test utilizes a computer program to show respondents a series of images and words to determine how long it takes someone to choose between two things

https://implicit.harvard.edu/implicit/takeatest.html
How to get rid of bias?

You can’t

It is important to understand implicit bias and take a moment and think

However, you can use what you learned to prevent implicit biases from negatively impacting others.
THANK YOU & QUESTIONS

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