Examining Bias and Privilege
A Personal Journey That Impacts How We Work

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Welcome and Agenda
Meeting Objectives

- Reflect on personal racial identity and how you engage in conversations on race, bias, and privilege
- Examine bias and privilege
- Discuss how bias and privilege impacts your work
- Next steps

Agenda

- Self-Reflection
- Terminology
- Examining Bias and Privilege
- Next Steps
Establishing Group Norms

• Be present.
• Express your “self.”
• Allow yourself to feel and express emotion.
• Offer critique, but withhold criticism.
• Expect and accept nonclosure.

Reflection Activity

In your experience, what are some things that people do when they feel uncomfortable with (and do not want to engage in) the topic of race, bias, and privilege?

Reflect: In your own experiences with conversations on race, bias, and privilege, how do these engagement patterns show up?
Introductions: Who Are You?

- When and how did you become aware of your racial identity(ies)?
- Describe a moment when your racial identity(ies) were important to, or took on particular meaning for, you.
- Describe a moment when your racial identity(ies) were important to, or took on particular meaning for, others.

(Be prepared to share.)

Who Am I?

- Race
- Ethnicity
- Religion
- Profession/Education
- Gender
- Sexual Orientation
- Your Choice
## Defining Our Terms

### Definitions

<table>
<thead>
<tr>
<th>Race</th>
<th>Racism</th>
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<td>Race is a social and political construct created to categorize individuals based on physical characteristics (including but not limited to skin color, hair texture, eye color, and bone structure).</td>
<td>Racism is “a system of advantage based on race,” in which the White race has power, privilege, and access over non-White races.</td>
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Definitions

**Institutional Racism**
Institutional racism refers to the ways in which policies, practices, and procedures place non-White individuals at a disadvantage.

**Individual/Interpersonal Racism**
Individual/Interpersonal racism comprises the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can occur at both an unconscious and a conscious level, and it can be active or passive.

**Cultural Racism**
Cultural racism refers to representation, messages, and stories that convey the idea of assumed racial superiority of White people and assumed racial inferiority of non-White people.

**Internalized Racism**
Internalized racism is the personal conscious or subconscious acceptance of the dominant society’s racist views and stereotypes, and the biases of one’s ethnic group.

**Implicit Bias**
- System 1 processing: fast, automatic, unconscious
- Does not necessarily align with beliefs or intentions (may conflict)
- Researchers have documented the impact of implicit bias on decision making in numerous fields (e.g., healthcare, human resources, criminal justice, law)

**Explicit Bias**
- System 2 processing: slow, deliberate, conscious
- Intended to align with beliefs or intentions
### Definitions

**Micro-aggressions**
Micro-aggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults—whether intentional or unintentional—that communicate hostile, derogatory, or negative messages to target persons based solely on their marginalized group membership.

**Cultural Competency**
A developmental process and continuum that evolves over time for both individuals and organizations that includes having the capacity to value differences (diversity), conduct self-assessment, manage the dynamics of differences (diversity), acquire and apply cultural knowledge, and adapt to the cultural contexts of the communities in which one lives and works.

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### Why Talk About Race?
Why Focus on Race?

Race matters.
Race is undertheorized.
Race is often ignored or discounted.
Race is often conflated with poverty.
The focus on race does not have to be exclusionary (consider intersectionality).
Race can be difficult to discuss.
Everyone is “race-d.”

Examining Bias and Privilege: Bias
The Ladder of Inference: Example

- Principal Paula will never treat the teachers with respect.
- Principal Paula thinks she is better than the teachers.
- Principal Paula is unfriendly and does not like me.
- Principal Paula does not say “Hello” to me in the hallway.
Micro-Aggressions: Implicit Bias in Action

https://www.youtube.com/watch?v=mgvjnrx6OCE&feature=youtu.be&t=12s

Examples in Your Work

- Brainstorm at your table a potential inference cycle that could happen in your context.
- Share your potential inference cycle.
Counteracting Implicit Bias

How does one counteract a bias that one does not consciously process?

- Identify implicit biases and micro-aggressions
  - Harvard’s Implicit Association Test (IAT) is free and available online at https://implicit.harvard.edu/implicit/selectatest.html
  - Be aware of vulnerable decision points: data collection, analysis, interpretation
- Reprogram mental associations (mental models)
  - Intergroup contact (ideal: equal status, cooperative setting, common goals)
  - Exposure to exemplars that challenge your bias (people or images that defy stereotypes)

Privilege

- A special right, advantage, or immunity granted or available to a person or particular groups of people
- Unearned
- Contrast with a right: an inherent entitlement held by all citizens or all human beings from the moment of birth

Privilege: The Power of “Normal”
Privilege: Power of the Benefit of the Doubt

- Law Enforcement
- Housing
- Criminal Justice System
- Health Care

Addressing Bias and Privilege in Your Service

- Where are there opportunities to address bias?
- Where are there opportunities to address privilege?
- What systems are in place that support bias and privilege?
- How can you be critically conscious or “racially conscious”?
What You Can Do

• Check your bias.
  https://implicit.harvard.edu/implicit/

• Read
  – Race Talks by Derald Wing Sue
  – "Performative Allyship" by Heven Haile
  – White Fragility: Why It’s So Hard for White People to Talk About Racism by Robin DiAngelo and Michael Eric Dyson

• Be a part of the solution.

Closure

https://www.bing.com/videos/search?q=overcoming+bias+and+privilege&view=detail&mid=1F1F5D857941AE59CFB91F1F5D857941AE59CFB9&&FORM=VDRVRV

Bias in Action Homework

1. Read pp. 63–74.
2. Reflect:
   - What surprised you in this excerpt?
   - How does this story relate to your work?

Feedback

- One thing learned…
- My favorite part was…
- I would suggest…
- I have questions or want to know more about…
References and Bibliography


References (Cont’d)


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