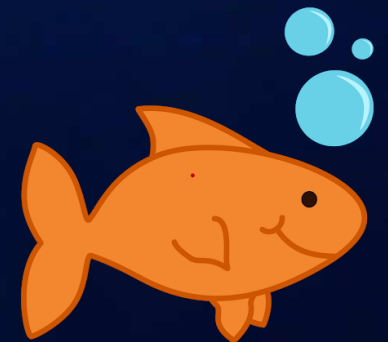
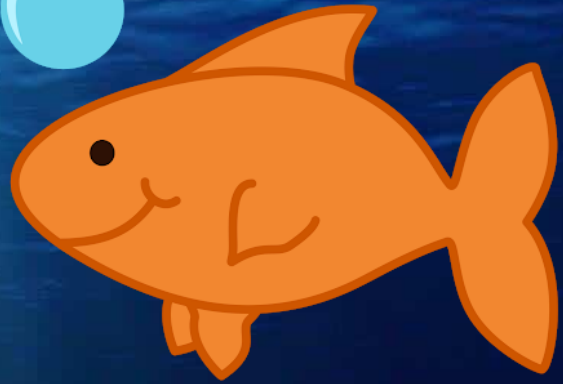
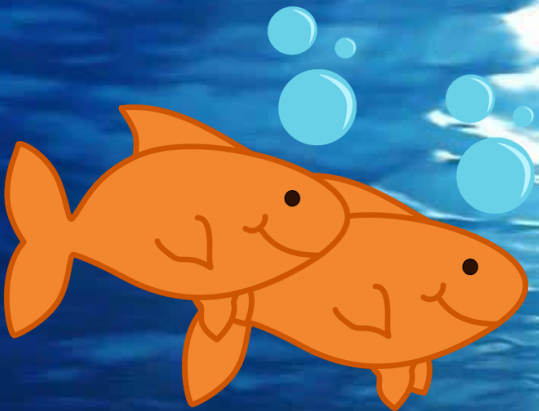
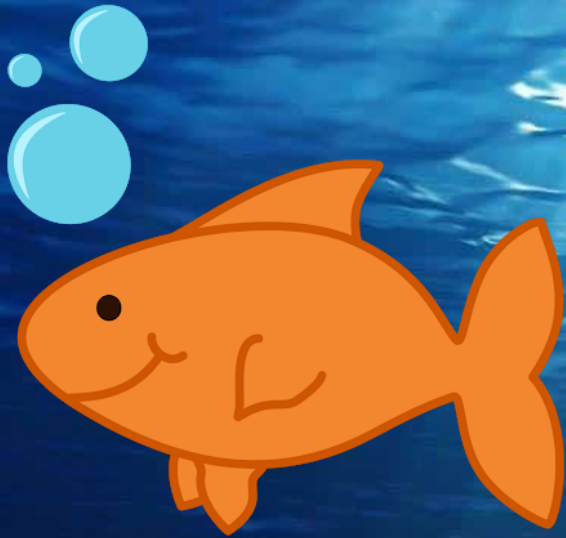


The Water We Swim In: Understanding Implicit Bias

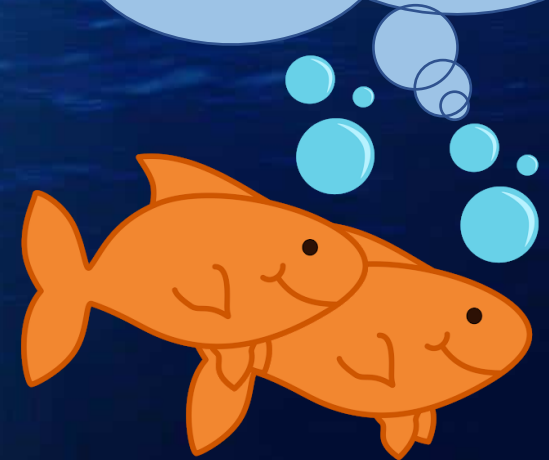


Good Morning, kids!
How's the water?





What the HECK is
WATER?



Institutional racism occurs within institutions and systems of power. This refers to the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. *Individuals within institutions take on the power of the institution when they reinforce racial inequities.*

Structural racism is racial bias among institutions and across society. This involves the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.





Individual racism is a personal belief in the superiority of one's race over another.



It is linked to racial prejudice and discriminatory behaviors, which can be an expression of *implicit* and *explicit* bias.





a **bias** is a preference for or a prejudice against a person or a group of people

implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an **unconscious** manner

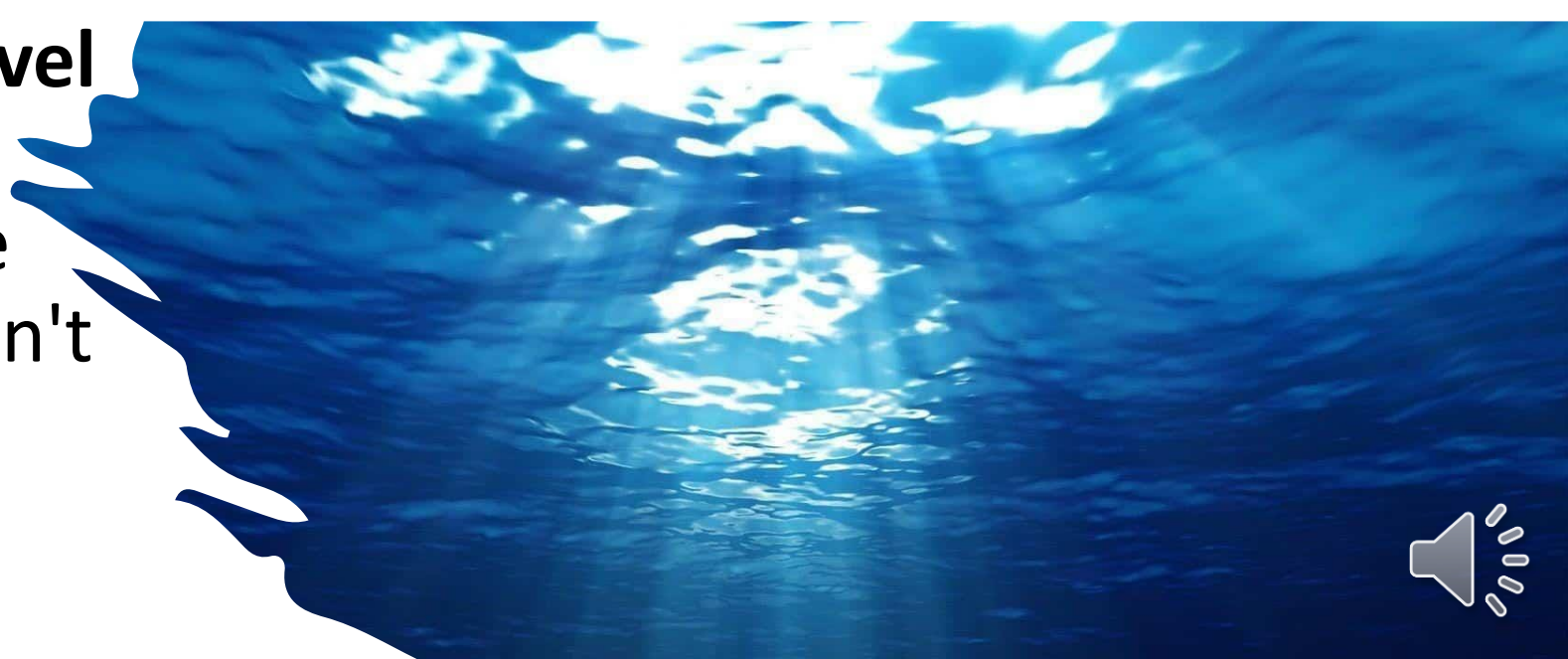


Implicit Bias

characteristic number one

implicit biases operate outside of conscious awareness at the subconscious level

we don't know that we have them and they can't be accessed through introspection





Implicit Bias

characteristic number two

implicit biases oftentimes run contrary

to our conscious stated beliefs

about who we are as human beings and what our values are



Implicit Bias

characteristic number three

implicit biases are triggered through rapid and automatic mental associations

that we make

between

people, ideas, and objects

and

attitudes and stereotypes

that we hold about those people, ideas, and objects



Judgements or characteristics attributed to specific groups of people – races, genders, age groups, etc. – that may or may not be true for any one specific individual within that group.

STEREOTYPES



MICROAGGRESSIONS

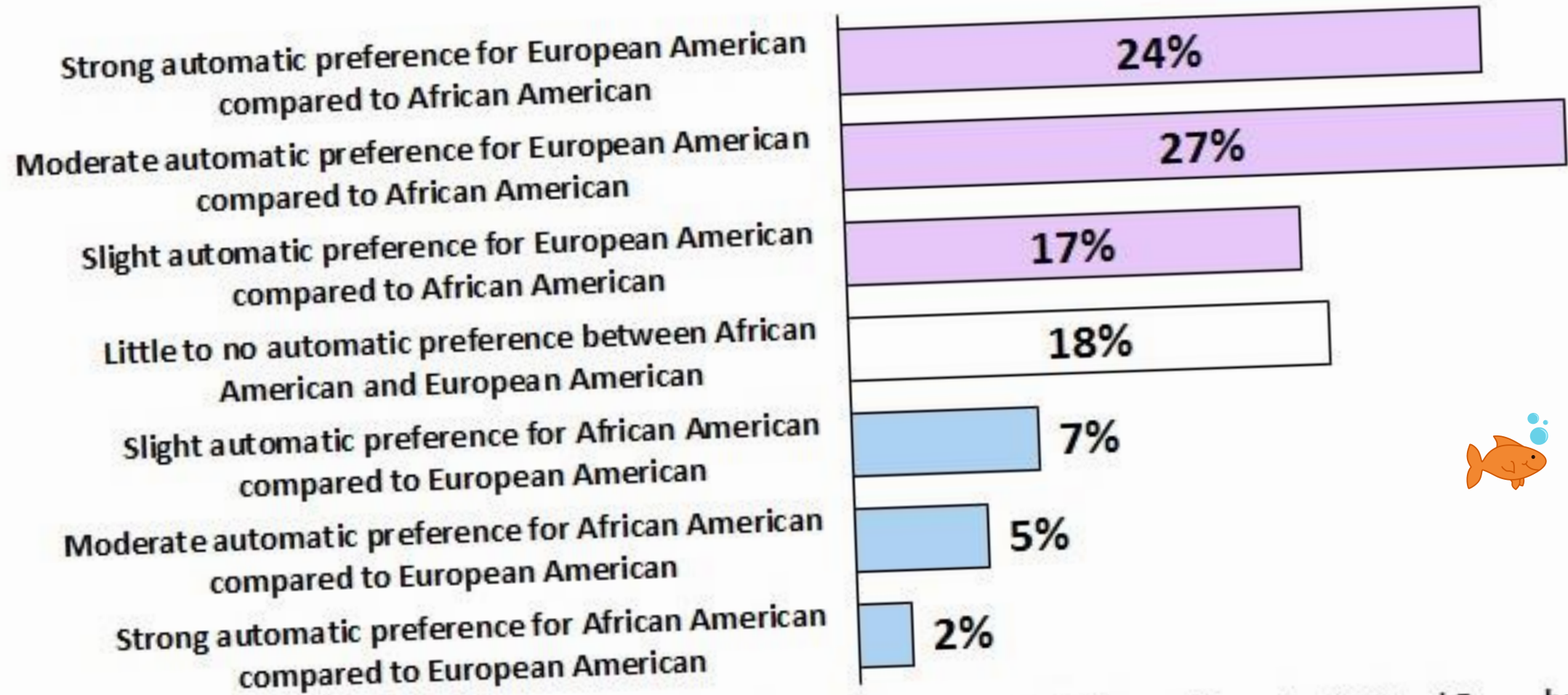
Subtle verbal or nonverbal insults, indignities, or denigrating messages directed toward an individual due to their marginalized identity. Often committed by well-intentioned people who are unaware of the hidden messages conveyed or the impact of their statements.

IMPLICIT BIAS

Subconscious attitudes, perceptions and stereotypes that influence our understanding, actions, and behavior when interacting with various identities.



Percent of web respondents with each score



This distribution summarizes 3,314,277 IAT scores for the Race task completed between December 2002 and December 2015.



Most people implicitly prefer White people to Black people - i.e., they are faster sorting when good words and images of White people go with the same key.

Results show that 68% of people indicate some implicit level of bias preferring White to Black.”

Notably, more than 50% of the people included in this graph report having *no difference* in their attitudes toward the two racial categories.





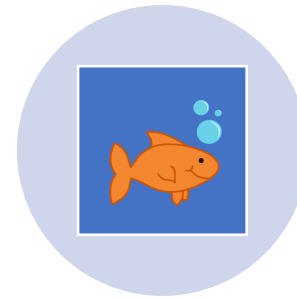
When you took the Harvard Implicit Bias test, what surprised you?



Why do you think you scored the way you did?



How does your faith inform your reaction to this information?



What will you do in response to what you have learned?



Where and when have you personally observed or experienced implicit bias?



What can you do to reduce this?

