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Implicit and Unconscious Bias An introduction

Title IX Investigators & Advisors
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Worldview



The diagram consists of four concentric circles. From the outermost to the innermost, they are labeled: "What is done?", "What is good?", "What is true?", and "What's next?". The innermost circle is labeled "Worldview". An orange arrow points from the text "YOU ARE HERE" to the "Worldview" circle.

A **worldview** is a collection of attitudes, values, stories and expectations about the world around us, which inform our every thought and action.

Worldviews are malleable if we work to make them so. Our worldview is informed by the social groups to which we belong as well as our life experiences.



How do you see the world?

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- Our world view comes out of a *combination* of our social groups and our life experiences
- Our worldview is how we interpret reality; what we believe to be true. It determines our beliefs, values and behavior. It also impact our cross cultural interactions
- Is a worldview or belief permanent or is it changeable?
 - What are some examples of this?
 - What is the common denominator in a change of an individual's worldview?



Implicit/Unconscious Bias

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Implicit bias refers to our evaluations, beliefs, attitudes, whether positive or negative, that exist outside of our conscious awareness and control.

Our implicit biases can impact our decisions, perceptions, and behaviors. This makes it more difficult to for us to live up to our values of equity and fairness. That means that the actions and decisions resulting from our implicit biases can create real barriers to equity and opportunity for all.



Implicit Bias is...

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- Stereotypes that affect our understanding, actions and decisions in an unconscious manner
- These biases, which include both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control
- Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness



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Types of Implicit Bias

Affinity – A tendency to warm to people like ourselves

Halo – The tendency to think that everything about a person is good because you like them

Perception- The tendency to form stereotypes and assumptions about certain groups that make it impossible to make an objective judgement about these groups

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Types of Implicit Bias

Confirmation – Tendency to seek information that affirms pre-existing beliefs or assumptions

Group Think – When people try hard to fit into a particular group by mimicking others and holding back their own thoughts and views

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Importance of Impartiality

Title IX requires investigators to be impartial. Yet, Title IX investigations naturally and understandably stir up powerful emotions and attitudes that affect everyone involved — the parties, the witnesses, and the investigators.

The resulting investigations have long-lasting repercussions for all of the people involved. The importance of the investigator's role in these complexities cannot be overstated – and that requires the investigator to know and understand their own biases, reactions, and perspectives.

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Some Strategies 10

1. Spot the Biases
We can help deter unconscious biases by first identifying them. Bosteels says, "We all say that we use data for our decision making, but a lot of our decisions are actually driven by unconscious bias, by how we consider something to be safe, acceptable to us."

1. Implement Corrective Maneuvers

- ❖ Personal and cultural Self awareness
- ❖ Diversify the team
- ❖ Use data and other more "objective" criteria
- ❖ Pay attention to your triggers

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Conclusion: Blindspots 11

A Very Short Video

<https://www.youtube.com/watch?v=BFcjqmVah8>

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