



Governor's
Equal Employment
Opportunity, Diversity
& Leadership Conference

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Unconscious Bias Is Bad For EVERBODY

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Who is Carol Taylor-Shim?



BS Justice Administration
University of Louisville
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20 years of Child
Protection experience
17 years in higher
education



Inclusion
Advocate, Practitioner,
Trainer, and Consultant



Centered on
intersectionality, justice,
equity and belonging

Group Norms



BE SMARTER THAN
YOUR PHONE



QUESTIONS,
QUESTIONS,
QUESTIONS



VEGAS RULE



LOL



SHARE THE AIRTIME



RESERVE THE RIGHT
TO CHANGE YOUR
MIND

WHAT ARE WE TALKING ABOUT TODAY?

1

What is Unconscious Bias?

2

How does it show up in “real life”?

3

What are the implications for organizations?

4

What can we do about it?

What is Unconscious Bias?

Unconscious attitudes and beliefs that shape our opinions, attitudes, and behaviors toward another person or group.

Implicit Biases/Implicit Social Cognition

- **Implicit biases pervasive.** Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The **implicit** associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.



Implicit Biases/Implicit Social Cognition

- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

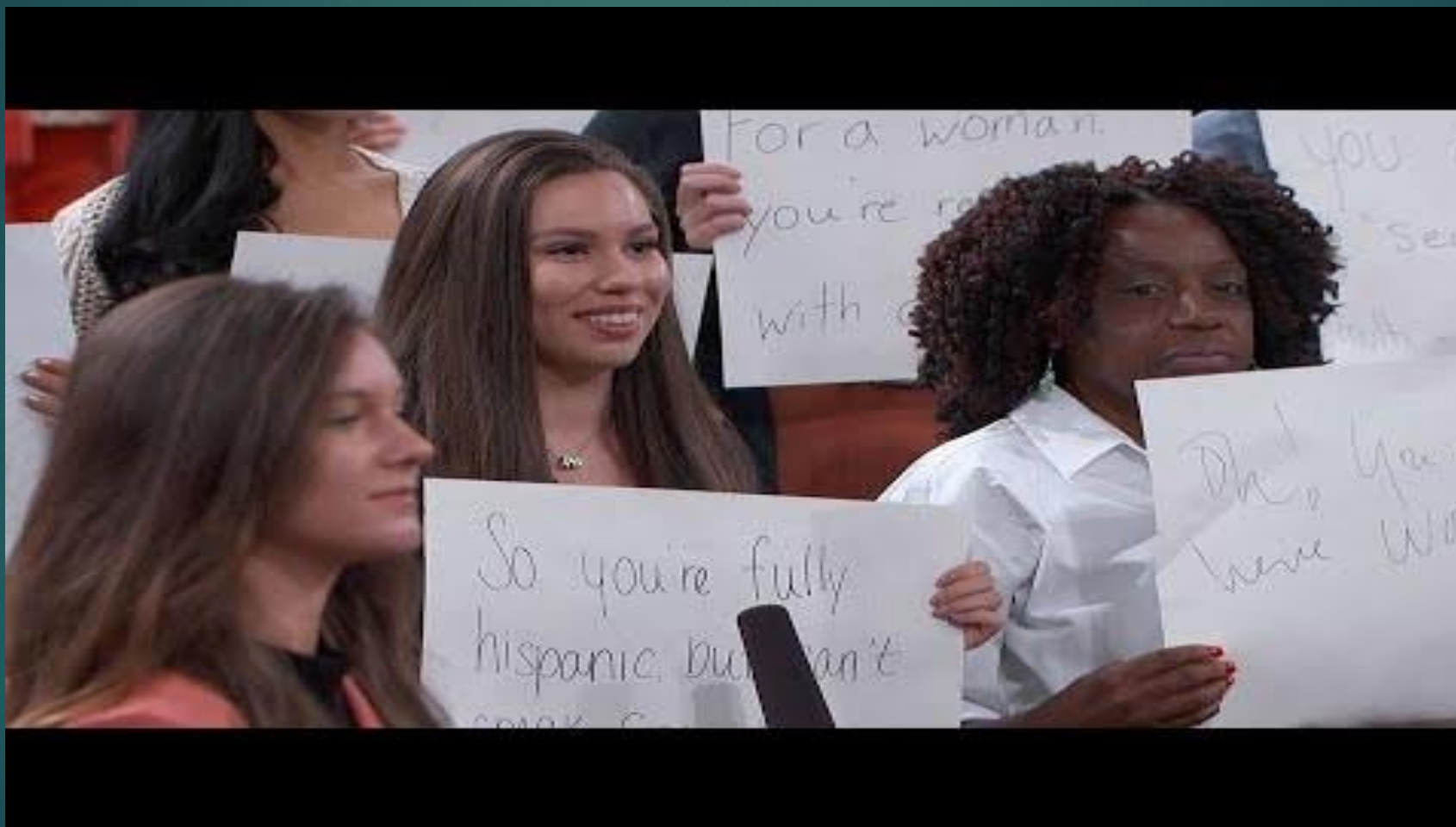


Racial Microaggressions

- ▶ The brief and everyday slights, insults, indignities and denigrating messages sent to people of color by well-intentioned White people who are unaware of the hidden messages being communicated.
- ▶ These messages may be sent verbally ("**You speak good English.**"), nonverbally (**clutching one's purse more tightly**) or environmentally (**symbols like the confederate flag or using American Indian mascots**).
- ▶ Such communications are usually outside the level of conscious awareness of perpetrators.

Dr. Derald Wing Sue, PhD

Microaggressions are real



Privileged Group Dynamics



- Not notice the daily indignities that people of color experience
- Get to decide what is and is not racial in nature
- Focus on how much progress we have made, rather than on how much more needs to change
- Expect people of color to be the “diversity expert”

Marginalized Group Dynamics

- Clearly realize the negative consequences they will experience if they speak up
- Internalize the negative stereotypes about their own group and other groups of color
- Feel hopeless and disempowered
- Are often at least bicultural and know how to work within white culture and how to live within their own culture

How do these dynamics impact the organizational culture?

What about the organization itself?

- Mistrust, distrust
- Unintended harm
- Tension
- Sense of defeat
- Racial Battle Fatigue
- Anxiety
- Defensiveness
- Reputation of the organization
- Decline in outcomes

Can I undo my unconscious bias?

- ▶ Acknowledge the bias when it shows up
- ▶ Gain some insight into your biases
- ▶ Ask yourself questions
- ▶ Expand your experiences
- ▶ Forgive yourself if you get back into old habits
- ▶ Be open to addressing your bias head on

For your organization

- ▶ Commitment from the top down; leadership should be the first champion
- ▶ How do we define “inclusion”? Diversity? Equity?
- ▶ What are we really trying to do?
- ▶ Strategize, plan, and assess
- ▶ What you think you are doing vs. What you are actually doing?
- ▶ Listen to the experts

Resources

Unconscious Bias in the Workplace: You Cant Afford To Ignore It

- ▶ <https://www.forbes.com/sites/forbescoachescouncil/2018/03/23/unconscious-bias-in-the-workplace-you-cant-afford-to-ignore-it/#4443d6717660>

Delivering Through Diversity Report

- ▶ <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

The Ohio State University Kirwan Institute for the Study of Race and Ethnicity

- ▶ <http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>
- ▶ <http://kirwaninstitute.osu.edu/chipping-away-at-implicit-bias/>



Thank you and enjoy the rest of the
conference!

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