

The Real Cost of Implicit Biases



Defining Implicit Bias

- **Implicit bias (unconscious bias)** The assumptions, stereotypes, and unintentional actions (positive or negative) we make towards others based on identity labels like race, religion, age, gender, sexual orientation, or ability.

Implicit Bias $\neq$ Our Values

- Because our implicit associations are stored in our subconscious, we may act on our biases without even realizing it.
- Often, our implicit biases contradict our values.

Where Do Biases Come From

**INDIVIDUAL
EXPERIENCE
AND SOCIAL
CONDITIONING**



**HOW THE
BRAIN
WORKS**



**UNCONSCIOUS
BIAS**

- People we grow up around
- Images and messaging from the media



- Snap judgments
 - Do they belong in our group?

Effects of Implicit Bias

- MeDICAL
- eDUCATION
- pOLICING
- More

Effects of Implicit Bias on Education

How are our schools changed by implicit bias?

How does that impact the rest of our lives?

<https://www.youtube.com/watch?v=QnzkWc4b4mY>

Effects of Implicit Bias on Health

Building on that, implicit bias changes healthcare at multiple levels

<https://www.youtube.com/watch?v=ze7Fff2YKfM>

Implicit Bias in Policing

Implicit Bias Education for Police | Hacking Your Mind | PBS

<https://www.youtube.com/watch?v=rLzyi5n1DW0>

Check Your Bias

Activity: Our Trusted Ten

It's not at all hard to understand a person; it's only hard to listen without bias."

Criss Jami

Recap of Implicit Bias

What is implicit bias?

Implicit bias is a form of bias that occurs automatically and unintentionally, and nevertheless affects judgments, decisions, and behaviors.

Check Your Implicit Bias

- Ask yourself about your implicit bias?
- Speak up when others are showing/speaking in biased ways.
- Be willing to grow.

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1 John 2:11

But anyone who hates a brother or sister is in the darkness and walks around in the darkness. They do not know where they are going because the darkness has blinded them.

John 7:24

Stop judging by mere appearances, but instead judge correctly.

John 13:34

A new command I give you: Love one another. As I have loved you, so you must love one another.

What will you take away?

