

# *PATTERNS AND PERCEPTIONS: BREAKING DOWN IMPLICIT BIAS*

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Stacy Davison, Director of Training  
Anti-Defamation League

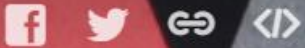
# Session Goals

## Participants will:

- **Gain a better understanding of implicit bias and how it impacts perceptions and thought patterns**
- **Reflect on manifestations and impacts of implicit bias in a school environment**
- **Identify strategies for acknowledging and addressing implicit bias in oneself and others**

# Peanut Butter, Jelly and Racism

By SALEEM RESHAMWALA



IMPLICIT  
BIAS ?

# Implicit Bias



**The unconscious attitudes, stereotypes and unintentional actions (positive or negative) toward members of a group merely because of their membership in that group.**

# Explicit Bias vs. Implicit Bias

**EXPLICIT**

**Aware**

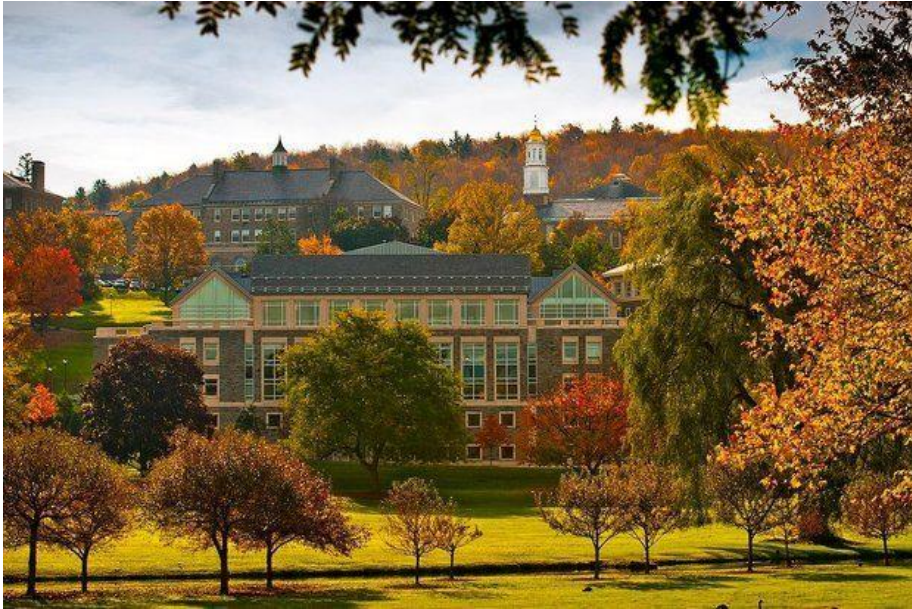
**Voluntary**

**Intentional**



Baltimore Orioles' Adam Jones at Fenway Park  
*Credit: Charles Krupa/Associated Press*

# Explicit Bias vs. Implicit Bias



Colgate University campus

*Credit: Andrew Daddio/Colgate University*

**IMPLICIT**

**Unaware**

**Involuntary**

**Unintentional**

# Implicit Bias and the Brain



The human brain can take in **11 million pieces** of information at any one moment.

But people are consciously aware of only about **40 pieces**.

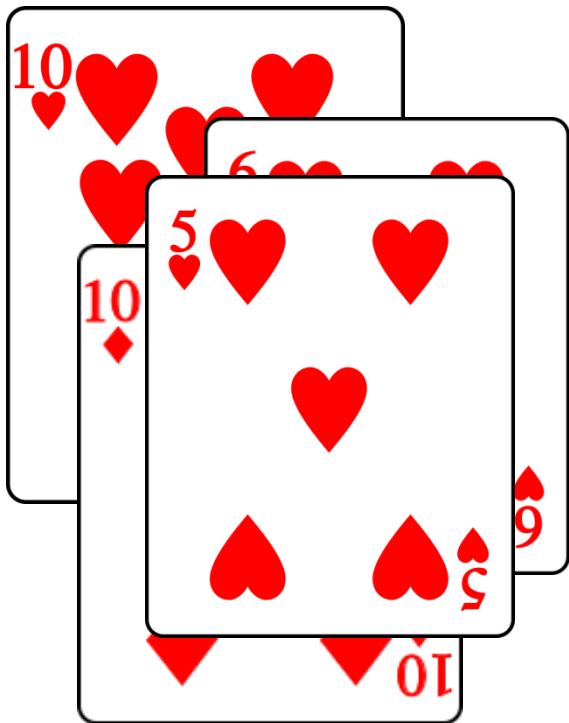
# Implicit Bias and the Brain

**Schemas:** templates of knowledge that help us organize specific examples into broad categories.

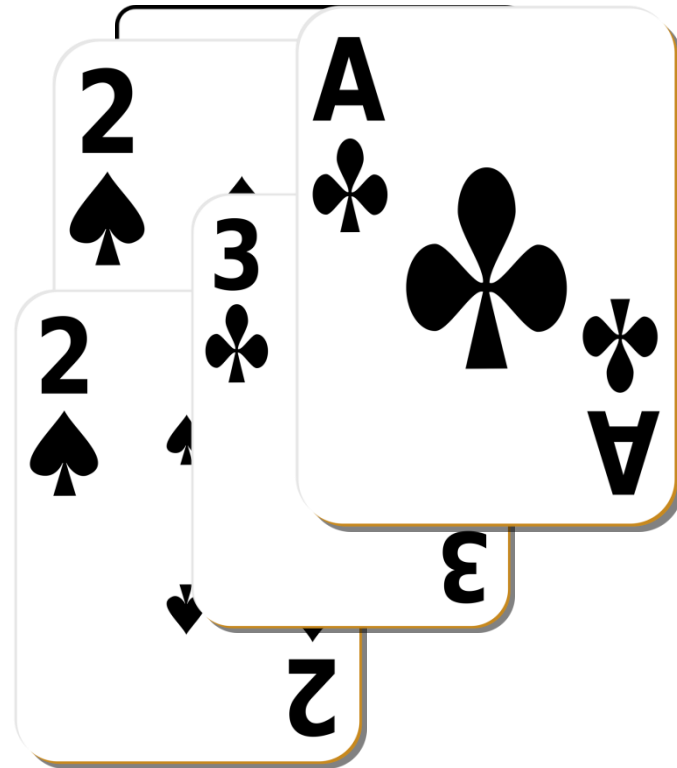




# Implicit Bias and the Brain

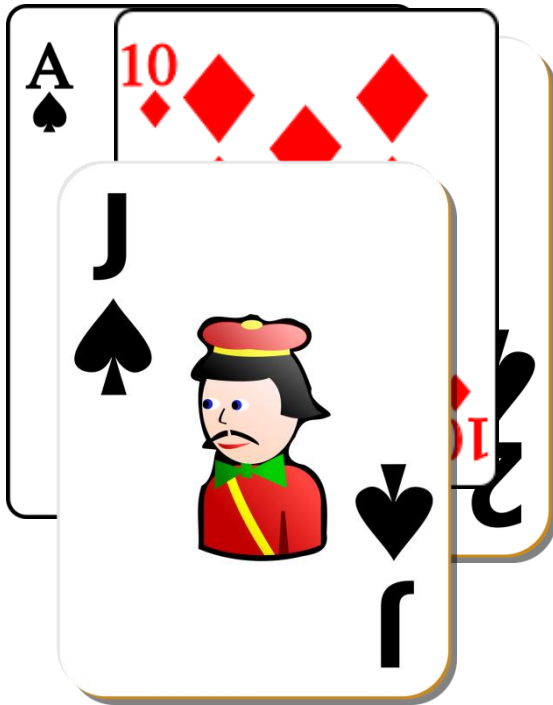


**RED**

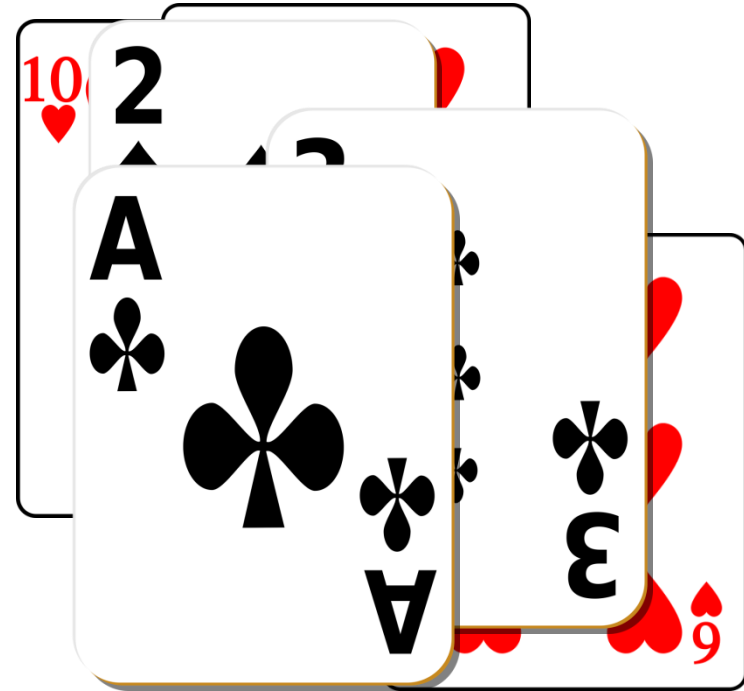


**BLACK**

# Implicit Bias and the Brain



**DIAMONDS AND SPADES**



**CLUBS AND HEARTS**

# Implicit Bias and the Brain



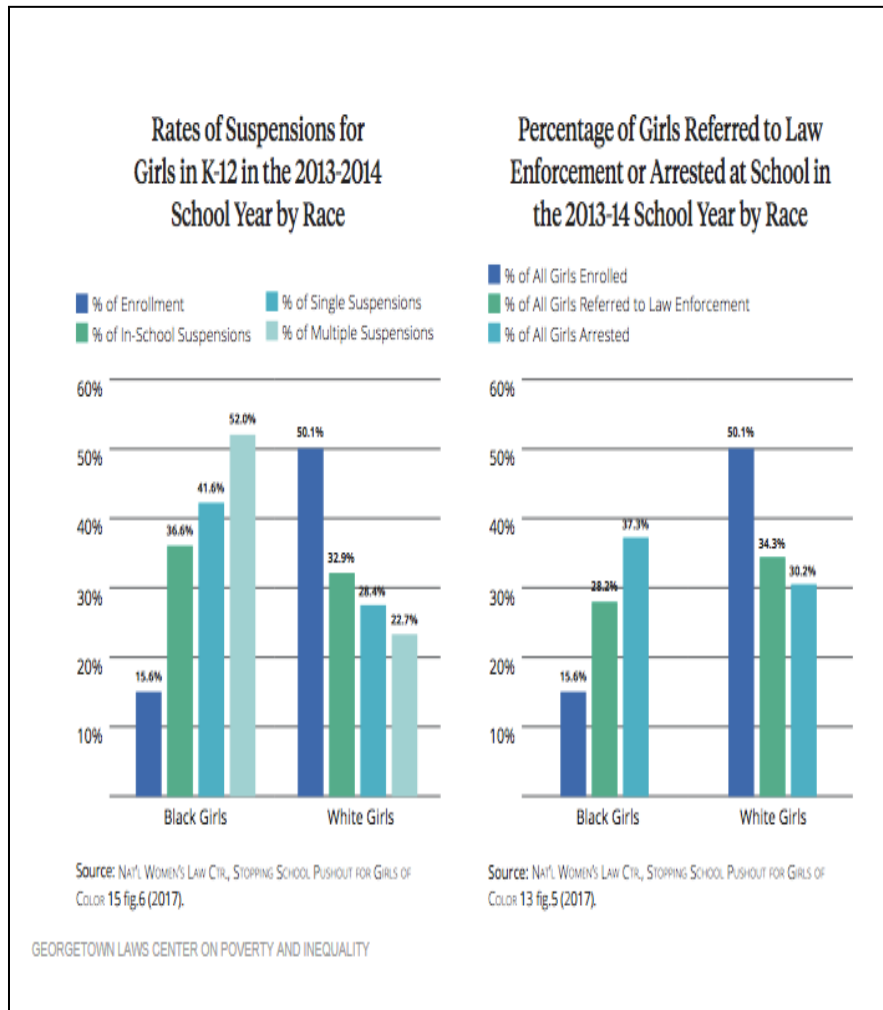
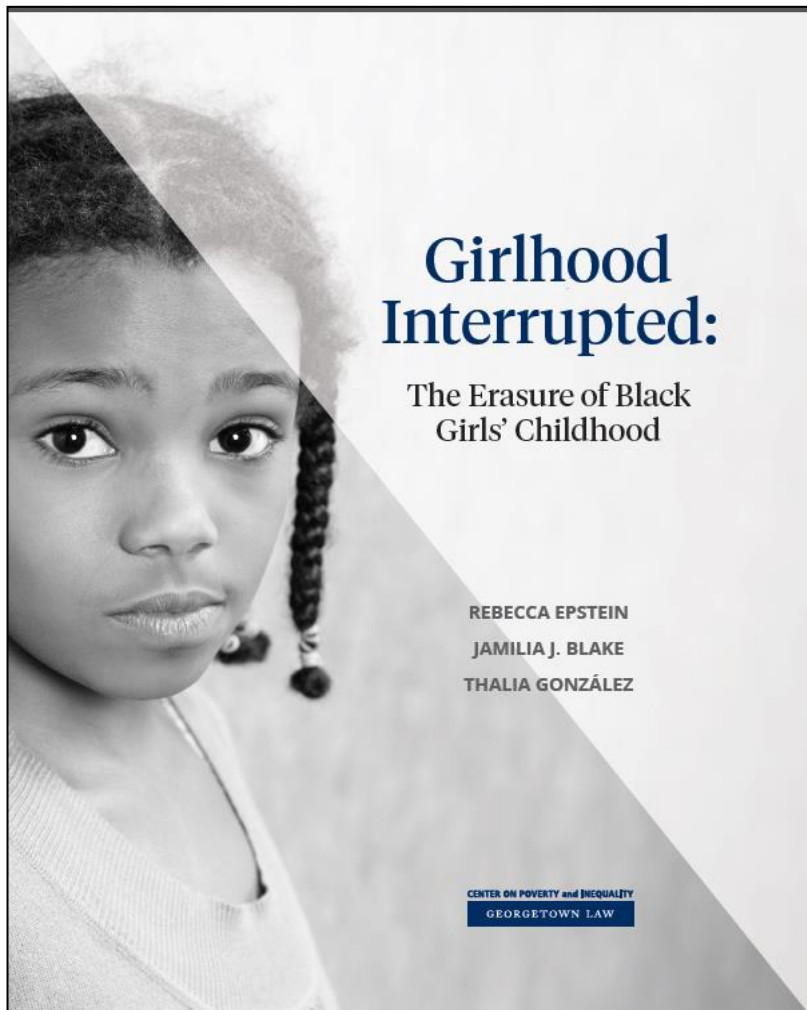
**These  
unconscious  
thought patterns  
can influence  
our perceptions  
of others**



# General Findings from Project Implicit

- **Implicit biases are pervasive.**
- **People are often unaware of their biases.**
- **Implicit biases predict behavior.**
- **People differ in levels of implicit bias, but they are held by all.**

# Research: Perceptions of Black Girls



# Research: Perceptions of Black Boys

March 6, 2014

## Black Boys Viewed as Older, Less Innocent Than Whites, Research Finds

*Police likelier to use force against black children when officers 'dehumanize' blacks, study says*

### Related

- [The Essence of Innocence: Consequences of Dehumanizing Black Children \(PDF, 232KB\)](#)

WASHINGTON — Black boys as young as 10 may not be viewed in the same light of childhood innocence as their white peers, but are instead more likely to be mistaken as older, be perceived as guilty and face police violence if accused of a crime, according to new research published by the American Psychological

Association.

“Children in most societies are considered to be in a distinct group with characteristics such as innocence and the need for protection. Our research found that black boys can be seen as responsible for their actions at an age when white boys still benefit from the assumption that children are essentially innocent,” said author Phillip Atiba Goff, PhD, of the University of California, Los Angeles. The study was published online in APA’s *Journal of Personality and Social Psychology*<sup>®</sup>.

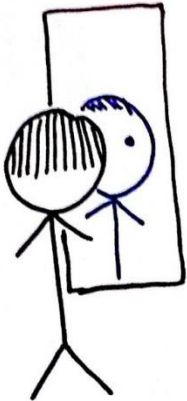
Researchers tested 176 police officers, mostly white males, average age 37, in large urban areas, to determine their levels of two distinct types of bias — prejudice and unconscious dehumanization of black people by comparing them to apes. To test for prejudice, researchers had officers complete a widely used



# Implications for Our Students

- **Less peer acceptance**
- **More student-student and teacher-student conflict**
- **Harsher and more frequent punishments**
- **Lower expectations for their academic performance**
- **Fewer opportunities offered to them**

# Breaking Down Implicit Bias: Personal Approaches



- Increase personal awareness of implicit bias via online Implicit Association Tool (IAT) @ [www.projectimplicit.net](http://www.projectimplicit.net).
- Identify experiences that have shaped perceptions, assumptions and beliefs about members of one's own and other identity groups.
- Create opportunities for you & your students to interact with and learn about people in other identity groups.
- Be a role model by refraining from judging others based on aspects of their identity, beliefs, etc.



# Breaking Down Implicit Bias: School-wide Approaches

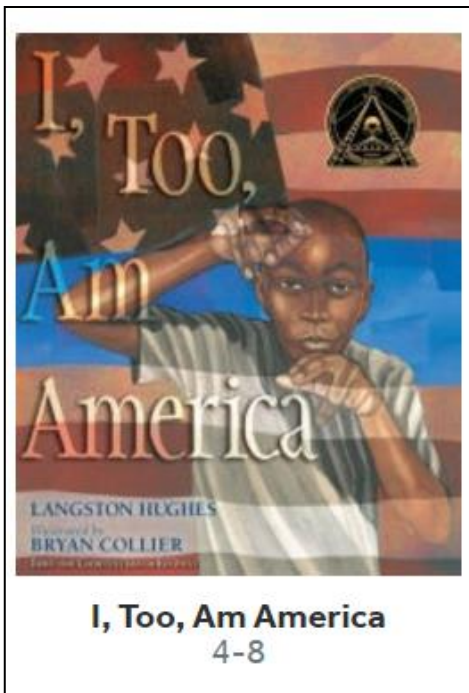


- **Be public and purposeful about being inclusive.**
- **Establish and promote clear school values about respect and regard for others.**
- **Teach about our differences, stereotypes and bias.**
- **Provide implicit bias training for all staff.**
- **Plan school-wide initiatives to foster respect.**

# ADL RESOURCES

<https://www.adl.org/education-and-resources>

## Books Matter



## Curriculum Resources

### 8 Ideas for Teaching National Hispanic Heritage Month



**GRADE LEVEL:** Elementary School, Middle School

**COMMON CORE STANDARDS:** Reading, Writing, Speaking and Listening



K-12 Lesson  
518.51 KB



## Anti-Bias Training

## Family Resources

### Table Talk: Family Conversations Current Events

For Parents, Families, and Caregivers





**THANK  
YOU!**

**ADL**<sup>®</sup>

**Please reach out:  
Stacy Davison  
[sdavison@adl.org](mailto:sdavison@adl.org)**