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AM I A JERK AT WORK? COMBATING IMPLICIT BIAS



WHAT IT IS & WHY IT MATTERS

Implicit bias is "the thoughts we don't think we think."

According to perception.org:

Thoughts and feelings are "implicit" if we are unaware of them or mistaken about their nature. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term "implicit bias" to describe when we have attitudes towards people or associate stereotypes with them **without our conscious knowledge**.

The mind sciences have found that most of our actions occur without our conscious thoughts, allowing us to function in our extraordinarily complex world. This means, however, that our implicit biases often predict how we'll behave more accurately than our conscious values.

Biases are particularly detrimental to marginalized groups including (but not limited to) womxn, people of color, disabled, and LGBTQIA people.

These implicit biases impact our societies and work cultures from the C-suite to HR and hiring practices. Biases lead to homogeneous environments and a status quo that can only be combated by being recognized, acknowledged, and consciously worked on.



SOCIAL JUSTICE STARTER KIT

On a Personal Level:

- Acknowledge & accept our biases
- Be willing to call out slights, micro-aggressions, etc when you see them
- Monitor & attempt to ameliorate hidden attitudes before they are expressed through behavior
- Attention to language, body language & to the stigmatization felt by marginalized groups
- Conscious decision to be egalitarian = widening one's circle of friends & knowledge of other groups
- Start teaching children

On a Corporate Level:

- State the goal from top of the house
- Leaders model the right behaviors
- Deploy programs across the organization
- Provide education about unconscious biases
- Stress the importance of having diverse teams/thinking
- Keep a modern workplace mindset
- Take actions in line with supporting the commitment to DEI

Documentaries:

- A Secret Love
- Between the World and Me
- Bias
- Code: Debugging the Gender Gap
- Crip Camp
- Disclosure
- Feminists; What Were They Thinking?
- Testing the Divide
- 13th

Books:

- So You Want to Talk About Race
- Lean In
- Waking Up White
- The Person You Mean to Be
- The New Jim Crow
- Dare to Lead
- The Color of Law
- Caste
- Algorithms of Oppression
- The Reason I Jump

Books & resources for kids:

- A Book About...
- All the Colors We Are
- IntersectionAllies
- American Born Chinese
- A Friend Like Simon
- The Hate U Give
- The Letter Q
- The Freedom Summer Murders
- Sesame Street

Misc. Resources:

Google search: bias, sexism, feminism, racism, ableism, homophobia, etc.

Join diversity committees and/or organizations in your community that support and empower marginalized groups of people.

Check out online resources like openmindplatform.org to learn ways to communicate constructively across differences.

Curious about your own implicit biases?

Take an Implicit Association Test at <https://implicit.harvard.edu/implicit/takeatest.html>

Handy Dandy Notes

