

Tools for Advancing Equity: Engaging in the Elimination of Bias

Thursday, February 25, 2021, 4 p.m. to 5:45 p.m.

Presented by Lisa R. Burke

Diversity, Inclusion, and Community Engagement Program Coordinator

lisa.burke@njcourts.gov or diversity.mailbox@njcourts.gov

CLE Provider #1720

GETTING STARTED

WELCOME and
INTRODUCTIONS

TECHNICAL NOTES

ADMINISTRATIVE
ANNOUNCEMENTS

POLL 1

COURSE DESCRIPTION

Engaging in the elimination of bias requires daily commitment and sustained attention to the way we think, speak, and make decisions. Recognizing our implicit, or unconscious, biases is key to these continuing efforts. All of us by virtue of being human beings have implicit biases. This practical experiential workshop expands our ability to recognize implicit bias and presents tools for us to engage in the elimination of bias – explicit and implicit – personally and professionally.

Today's Goal

To deepen our individual awareness of bias by expanding our understanding of implicit bias, our recognition of microaggressions, and our comfort engaging in the elimination of bias in both personal and professional contexts in order to contribute more effectively to the work in which we participate together.

BIAS

- Biases are prejudices in favor or against a thing, person or group.
- Biases can be favorable or unfavorable, structural, explicit or implicit.
- Basically, bias is pre-judging, whether in a positive way or a negative way.

PAUSE AND CONSIDER:
UNDERSTANDING BIAS AROUND US

VIDEO CLIP:

“The Unequal Opportunity Race”

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

[Vzl-r8NY](https://www.youtube.com/watch?v=vXVzl-r8NY)



What did you see in the video?

What caught your attention?

How do you feel seeing a visual depiction of systemic bias/structural bias?



STRUCTURAL BIAS

- What do we mean when we say “structural bias” or when we reference a specific structural bias like *institutional racism*?
- How do we recognize structural bias and institutional –isms?
 - Examples for reference: Embedded disparities, seemingly neutral processes that have a disparate impact because of factors external to an organization, or operations that treat groups differently.
- How does structural bias occur and become institutionalized?
 - Legacy of legislated second-class citizenship.
 - “We have always done it this way.”
 - Organizations consist of human beings.



PERSONAL
BIASES

EXPLICIT BIAS

**IMPLICIT (OR
UNCONSCIOUS)
BIAS**



IMPLICIT (OR UNCONSCIOUS) BIAS

- All of us -- judges, lawyers, and jurors -- have implicit biases.
- Whereas explicit biases are the biases that we are aware of and which consciously affect our ability to be neutral about some things, implicit biases are the biases that operate unconsciously – and also affect our neutrality and objectivity.
- It's been proven that most biases happen at an unconscious level. In fact, researchers have found that unconscious bias is a part of how we all think and process information.
- Because implicit biases function unconsciously, they affect our ability to be neutral or impartial without us knowing it.



WHAT WE SEE/WHAT WE THINK
- A Visualization Exercise



IMPLICIT ASSOCIATIONS



POLL 2

INTROSPECTION: OWNING MY IMPLICIT ASSOCIATIONS

MY HARVARD IMPLICIT
ASSOCIATION TEST
RESULTS

“ANA”

“WHAT ARE YOU DOING
BEHIND THE
COUNTER?”

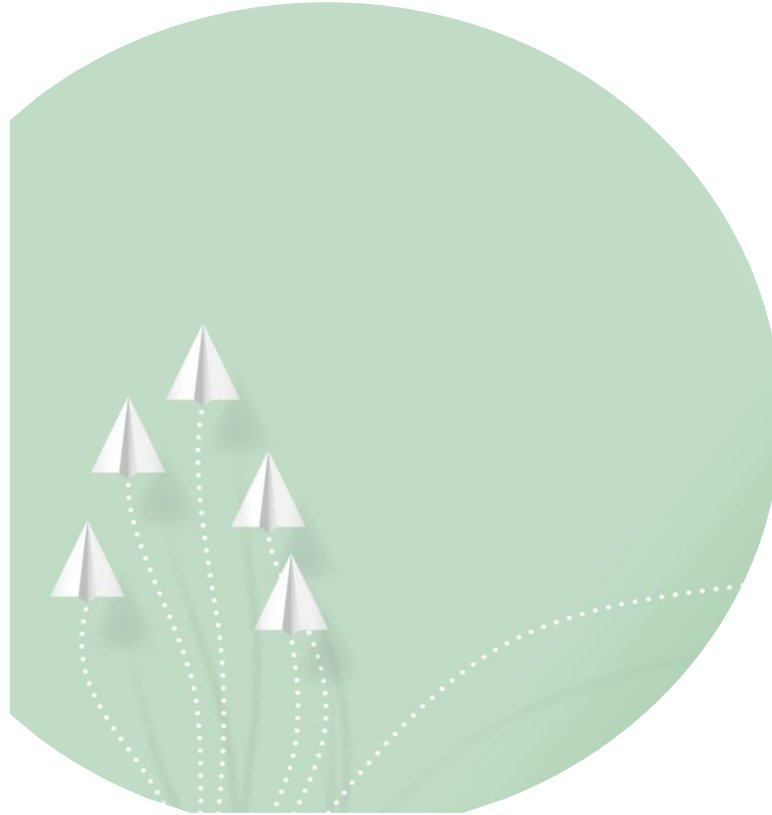
“MY COUSIN CHRIS”

“OK, I realize I have implicit biases. If we all do, does it really matter? If it matters, what can I do?”

There is a connection ...

between implicit associations and implicit assumptions; and

between implicit assumptions and implicit bias.



So awareness does matter.

Awareness is a necessary first step.

Routinely pausing to self-evaluate decision-making is an essential second step.

PAUSE AND CONSIDER:

VIDEO CLIP:

“The Look”

[https://www.youtube.com/watch
?v=aJav36Nbn58](https://www.youtube.com/watch?v=aJav36Nbn58)



What did you see in the video?

What caught your attention?

How do you feel seeing the gaze of
“the look”?

Have you ever heard these things said?

“No, no, no, let me tell you how it is.”

“But you have such a pretty face.”

“Only attorneys are allowed past the bar.”

Where do you come from?

“You speak [English] so well.”

“You are married?”



MICROAGGRESSIONS: WHAT ARE THEY?

- “Microaggression is a term used for brief and commonplace daily verbal or behavioral indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.” (Wikipedia)
- Microaggressions are "brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership" (Derald Wing Sue, Ph.D., Columbia University – Psychology).

ARE PEOPLE WHO EXERCISE MICROAGGRESSIONS “BAD PEOPLE”? RACIST? SEXIST? HOMOPHOBIC?

- They may or may not be, but it's not the microaggression that is the measure. Most microaggressions come from “good people” with “good intentions.”
- People who make microaggressive comments or show microaggressive behaviors may be well-intentioned and most likely are not aware of the impact of their words or behaviors.
- Being “good people” and having “good intentions” is not a pass. The impact of microaggressions is real and cumulative. The effect of microaggressions compound.



THE IMPACT OF MICROAGGRESSIONS

MICROINVALIDATIONS

CHECKING IN

Today's Goal

To deepen our individual awareness of bias by expanding our understanding of implicit bias, our recognition of microaggressions, and our comfort engaging in the elimination of bias in both personal and professional contexts in order to contribute more effectively to the work in which we participate together.

ENGAGING IN
THE WORK OF
ELIMINATING
BIAS



Personal
Dimensions

Professional
Dimensions



PAUSE AND CONSIDER:

“Why do I think what I think?”

“Is my thought based in fact?”

“Is my view based on fact-specific knowledge or implicit association?”

“Are my decisions guided by actual facts or implicit assumptions?”



PAUSE AND CONSIDER:

**How does recognizing our implicit bias
contribute to our effectiveness in
eliminating structural bias in the work
we do?**

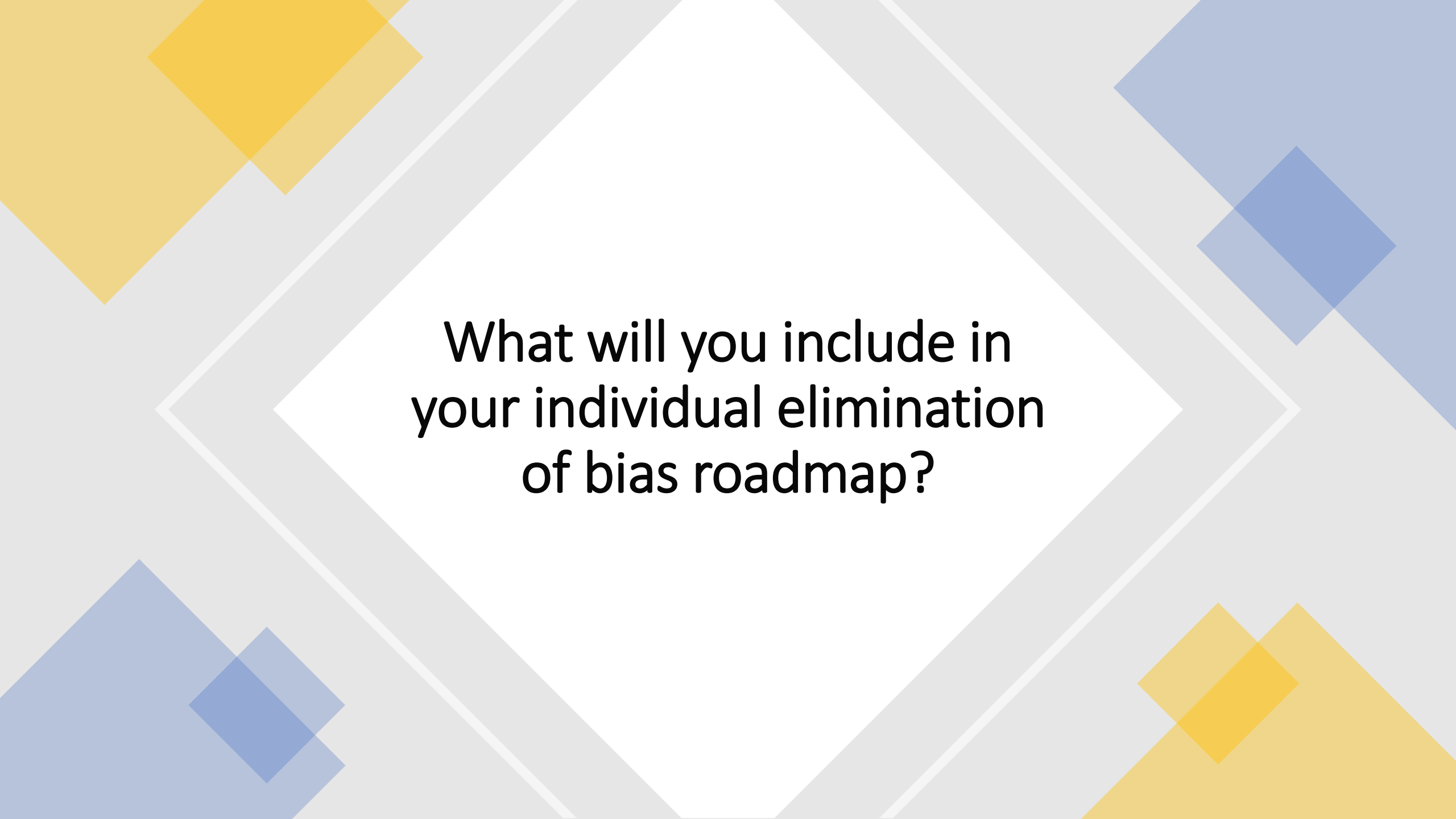
MAPPING
YOUR WAY TO
ELIMINATING
BIAS:
“SOME
HOMEWORK”

“Are You Biased? I am.”
Kristen Pressner (TedX)

https://www.youtube.com/watch?v=Bq_xYSOZrgU

“How To Outsmart Your Own Unconscious Bias”

<https://www.youtube.com/watch?v=GP-cqFLS8Q4>



**What will you include in
your individual elimination
of bias roadmap?**



Drawing Your Roadmap

1. Think about all you have heard and thought about during today's session(s)?
2. Put these thoughts in conversation with each other.
3. Start with the two "next steps" I labeled as "Homework."
4. Connect your personal steps to your professional steps.

Caveat: It is easy to get stuck in the conceptual or abstract, but we need to apply and engage in the practice of eliminating of bias.

PEOPLE WITH WHOM WE
WORK SHOULDER-TO-
SHOULDER

PEOPLE/TEAMS WE MANAGE,
SUPERVISE, AND MENTOR

AREAS FOR WHICH WE ARE
RESPONSIBLE

PUBLIC WHOM WE SERVE

A CLOSING THOUGHT – IN MY OWN WORDS

“The work of eliminating bias belongs to us all. It is a daily undertaking and requires us to look contemporaneously both internally and externally. Whether we are White and addressing racial and ethnic bias, heterosexual and addressing anti LGBTQ+ bias, cisgender and addressing anti-transgender bias, able-bodied and addressing disability bias, we owe it to ourselves, each other, and the people we serve to embed this work in our daily living.”

Back to the Beginning: Today's Goal

Has today's program deepened your individual awareness of bias?

Has today's program expanded your understanding of implicit bias?

Has today's program enhanced your recognition of microaggressions?

Has today's program contributed to your comfort engaging in the elimination of bias ?



POLL 3

**THANK YOU FOR YOUR TIME,
PRESENCE, AND
COMMITMENT TO ENGAGING
IN THESE TOPICS.**