

AN INTRODUCTION TO IMPLICIT BIAS FOR FINANCIAL AID LEADERS

PACFAA CONFERENCE *BUILDING YOUR BASE*

MARCH 31, 2022

TODAY'S TRAINING TEAM

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The background features a dark blue gradient with faint, light-colored technical diagrams on the left side, including circular gauges with numerical scales (40, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260) and various circular patterns. On the right side, there is a stack of several books, rendered in a semi-transparent, light blue style.

INTRODUCTION

WHAT IS IMPLICIT BIAS?

How would you describe implicit bias?



<https://padlet.com/emartinez373/Bookmarks>

MERRIAM-
WEBSTER

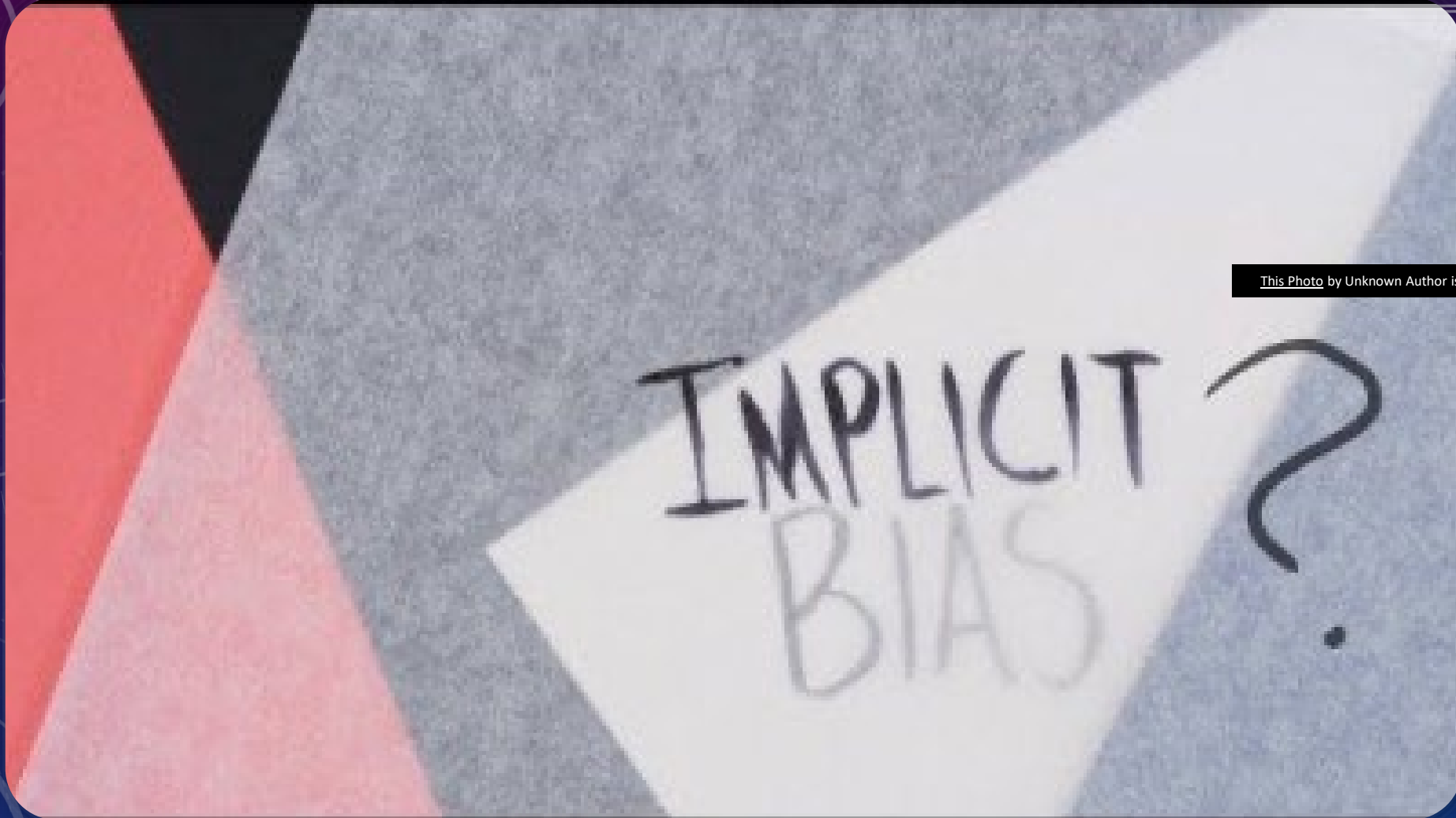
Definition of *implicit bias*

: a bias or prejudice that is present but not consciously held or recognized

TYPES OF BIASES



PEANUT BUTTER AND JELLY



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BREAKOUT SESSION 1

WHAT RESONATED WITH YOU?

HOW DOES IMPLICIT BIAS MANIFEST ITSELF?

HOW HAVE YOU EXPERIENCED IMPLICIT BIAS?

HOW DID IT MAKE YOU FEEL?

point of view

Empathy

understanding

DEBRIEF 1

feelings, thou

The background features a dark, textured surface with faint, overlapping text in a serif font. The words 'point of view', 'Empathy', 'understanding', and 'feelings, thou' are visible. There are also several circular patterns, some with arrows, scattered across the image, suggesting a technical or scientific theme.

REFLECTION QUESTIONS

What resonated with you?

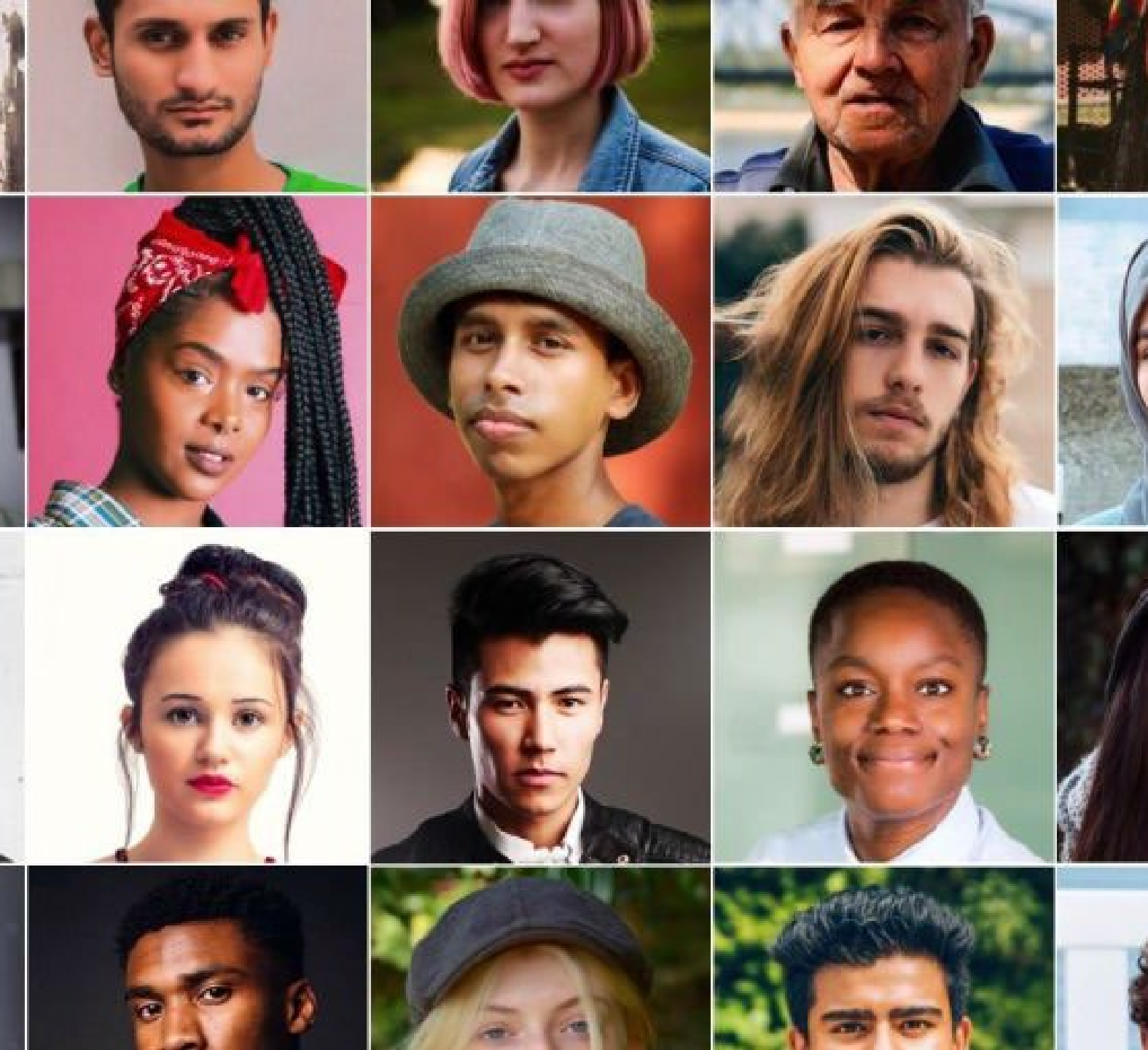
How does implicit bias manifest itself?

How have you experienced implicit bias?

How did it make you feel?



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Group discussions?

How can I dismantle my own implicit biases?

How can I help others explore their own implicit biases?

REACTIONS TO VIDEO



DEBRIEF 2

How can yourself audit your blind spots?

Has there been a moment you've realized you've revealed your biases in the workplace?

How do you move forward in these circumstances?



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NEXT STEPS/ REFERENCE MATERIAL

WHAT IS YOUR RESPONSIBILITY AS A LEADER?



TAKE-AWAYS



<https://www.mentimeter.com/>

ONLINE REFERENCES FOR FURTHER LEARNING

- <https://implicit.harvard.edu/implicit/takeatest.html>
- <https://www.pbs.org/video/pov-implicit-bias-peanut-butter-jelly-and-racism/>
- <https://www.pbs.org/video/pov-implicit-bias-high-heels-violins-and-warning/?continuousautoplay=true>
- <https://www.pbs.org/video/pov-implicit-bias-check-our-bias-wreck-our-bias/?continuousautoplay=true>
- <https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>
- <https://www.cnn.com/2015/11/24/living/implicit-bias-tests-feat/index.html>
- <https://outandequal.org/whats-your-pronoun-strategies-for-inclusion/>
- <https://www.chieflearningofficer.com/2020/10/22/mitigating-the-effects-of-implicit-bias/>

REFERENCES FOR FURTHER READING

- Between the World and Me – Ta-Nehisi Coates
- How to Be an Antiracist – Ibram X. Kendi
- Crucial Conversations - Kerry Patterson , Joseph Grenny , et al.
- Uncomfortable Conversations with a Black Man - Emmanuel Acho
- Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do - Jennifer L. Eberhardt
- The Leader's Guide to Unconscious Bias: How to Reframe Bias, Cultivate Connection, and Create High-Performing Teams - Pamela Fuller, Mark Murphy, et al.
- https://psychology.umbc.edu/files/2016/10/White-Privilege_McIntosh-1989.pdf