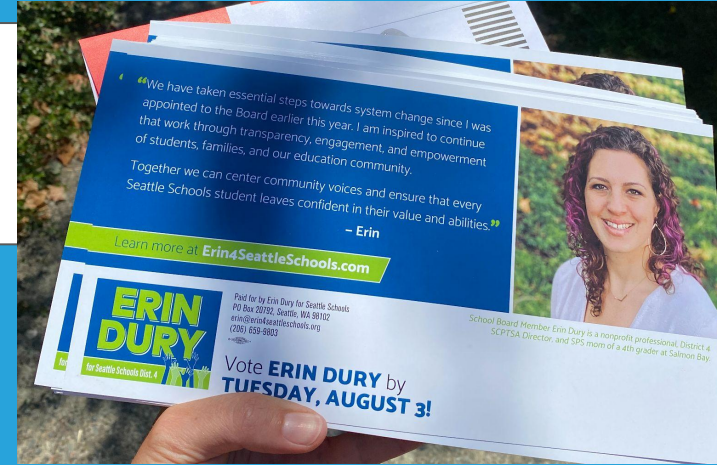


How We Think & How We Behave

Mo Young



Erin Dury



About YOU

In the chat:

- Name
- Pronouns
- Location
- What is your role?
- How long have you been in your role?
- What drew you to this workshop?

Expectations

Expect and Accept Non-Closure

Look for learning & progress

Center Black, Brown, and Indigenous Truth, Experience, & Joy

Disrupt and dismantle white supremacy and anti-blackness

Intent vs impact

Acknowledge the *impact* of what you say/your actions, regardless of the *intent*

Be mindful of "airspace"

Watch for power dynamics that uphold racism and silence Black, Brown, Indigenous, and people of color

Expectations

Both/And: Multiple things can be true at the same time

Everyone brings their own expertise and lived experience

We will hear the truth in what is said instead of looking for exceptions to the case

Participate to your fullest ability

Take care of yourself and your needs

Take risks and be willing to be wrong

Confidentiality

Themes can be shared - individual experiences/stories stay here

Individual racism:

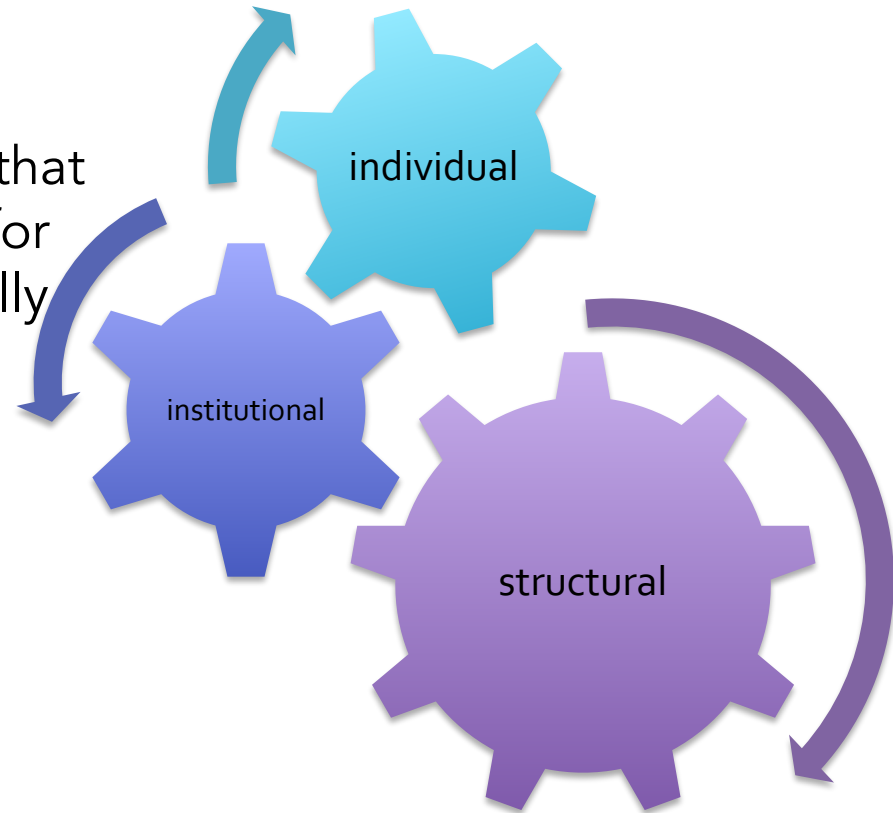
- Bigotry or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



Explicit bias

Expressed directly

Aware of bias / operates consciously

Example – Sign in the window of an apartment building – “whites only”

Implicit bias

Expressed indirectly

Unaware of bias / operates sub-consciously

Example – a property manager doing more criminal background checks on African Americans than whites.

Structures are a part of our lives:



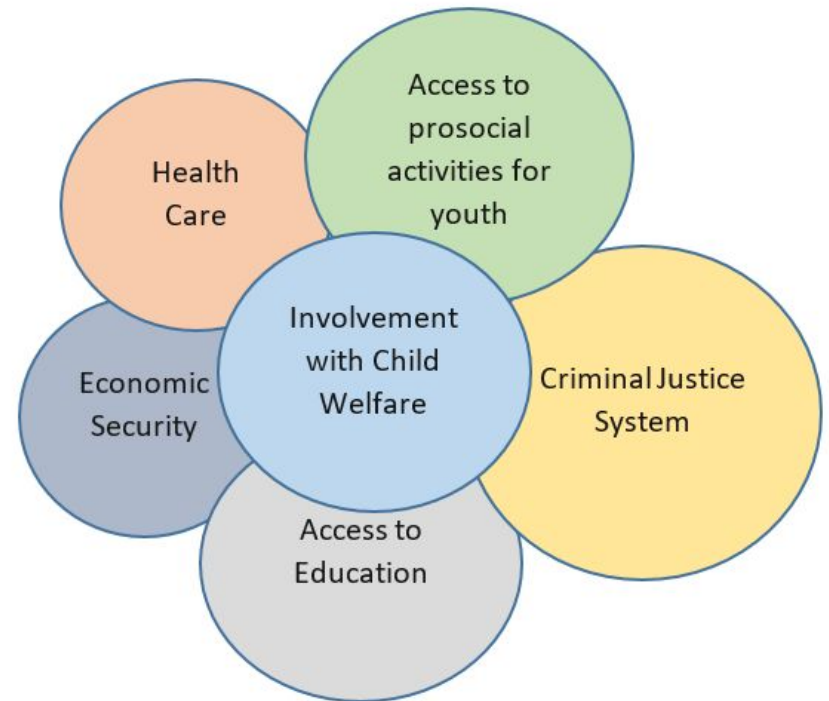
What We Mean by Structural Racial Inequity:

Structural Racism points to multiple institutions

The ways our public and private institutions interact to produce barriers to opportunity and racial disparities.

Intent to discriminate is largely irrelevant

Structures just do what they do, often invisibly, and reinforce disinvestment and disparities.



The Unconscious Mind



Schemas: the “frames” through which our brains help us understand and navigate the world:

1. Sort into categories
2. Create associations
3. Fill in the gaps

Schemas

Help us organize information into broader categories. They largely reside in the *subconscious*.

- ✓ Objects
- ✓ Human beings

Schemas are social. They exist in and are shaped by our environment.



What color are the following lines of text?

- Cvur zxyq brrm
- Xoc jbnl oew mne
- Vqeb peow ytro
- Vqeb peow ytro

What color are the following lines of text?

- Black
- Red
- Blue
- Green

What color are the following lines of text?

- Green
- Black
- Yellow
- Blue

BREAK



The Danger of a Single Story

Danger of a Single Story

- Think of a time that someone made an assumption about you
- Think about a time when you made an assumption about someone else
- What happened? What do you wish had happened differently?

Institutional
Explicit

Institutional
Implicit

Individual
Explicit

Individual
Implicit

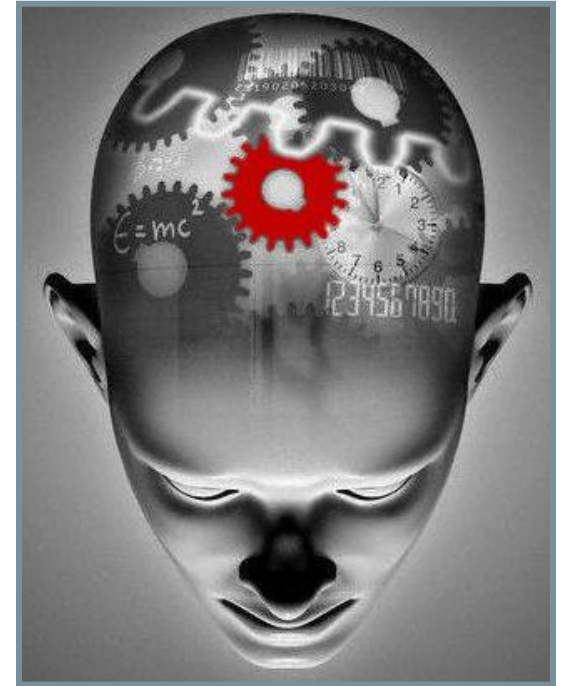
How We Think

Humans need meaning.

- Individual meaning
- Collective meaning

Only **2%** of emotional cognition is available consciously

Racial bias tends to reside in our unconscious brain



We unconsciously think about race even when we do not explicitly discuss it.

Bias

The evaluation of one group and its members relative to another.

We all carry bias. Acting on bias can be discriminatory and create negative outcomes for particular groups.



Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

TYPES OF UNCONSCIOUS BIAS



Affinity Bias

Feeling a connection to those similar to us



Perception Bias

Stereotypes and assumptions about different groups



Halo Effect

Projecting positive qualities onto people without actually knowing them



Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.

Institutional / Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional / Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focusing on street-level drug arrests.

Individual / Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.

Examples from Child Welfare

Institutional/Explicit

Policies which explicitly discriminate against a group.

Institutional/Implicit

Policies that negatively impact one group unintentionally.

Individual/Explicit

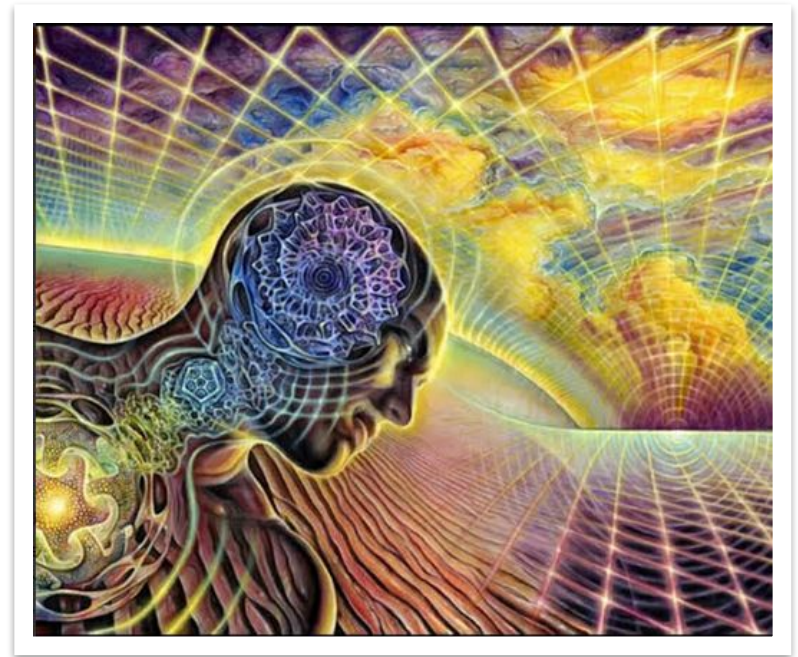
Prejudice in action – discrimination.

Individual/Implicit

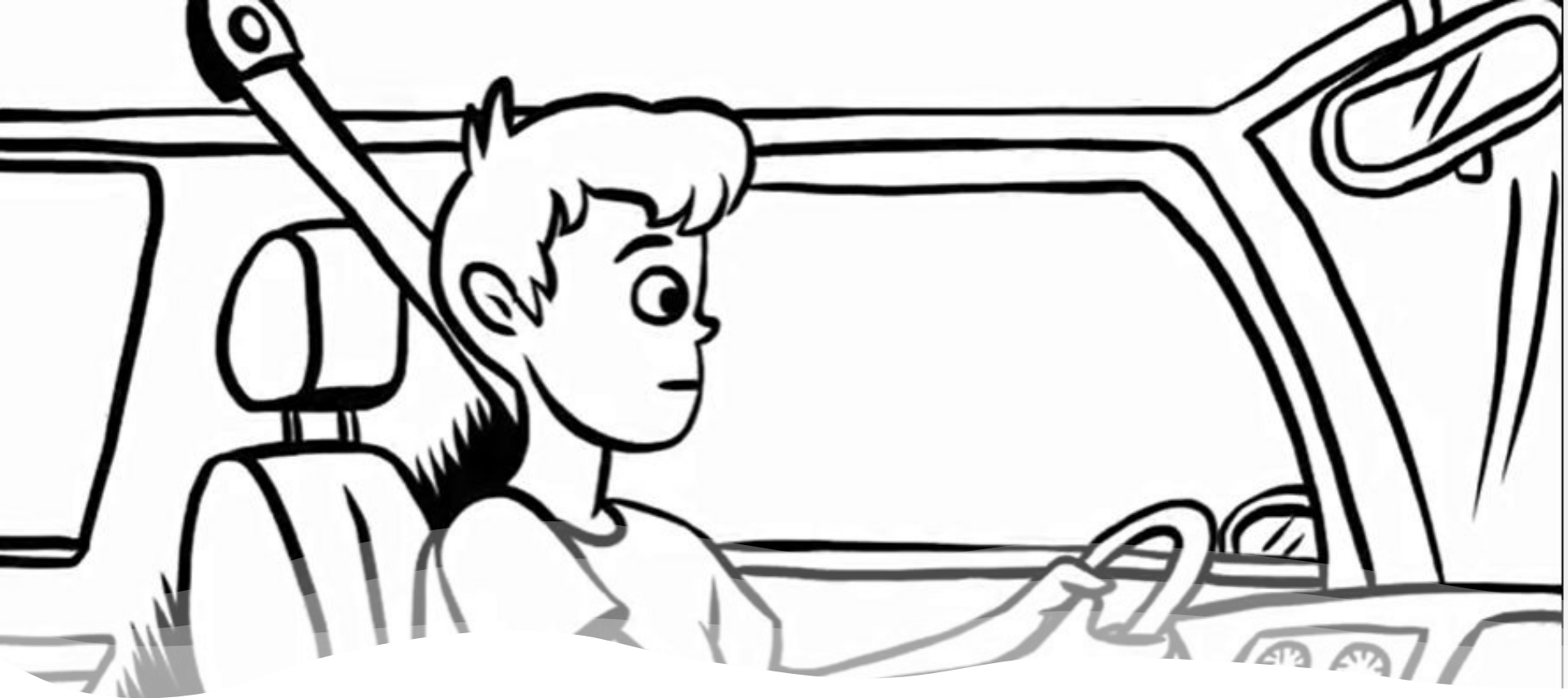
Unconscious attitudes and beliefs.

What to do with bias?

- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
- Openly acknowledging and challenging biases allows us to develop strategic interventions.

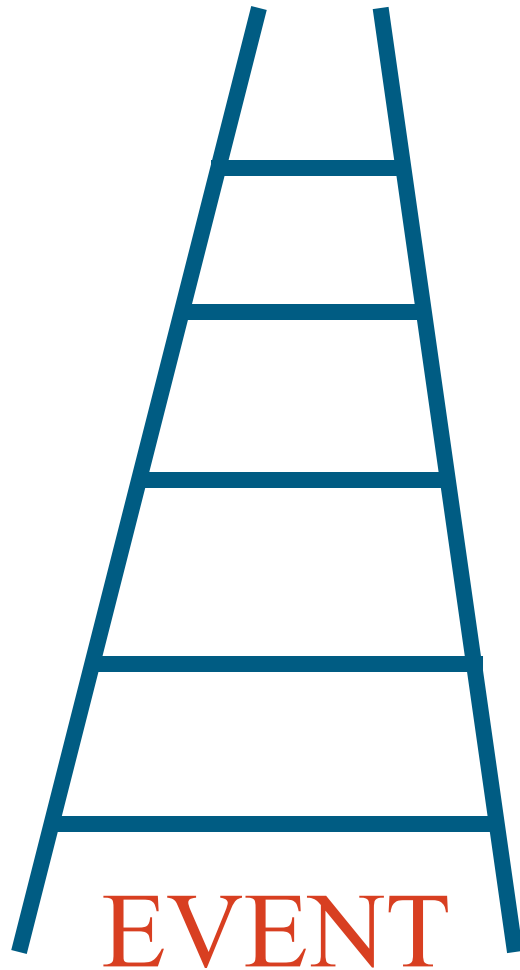


What creates different
outcomes?



Ladder of Inference

Ladder of Inference



- 5 Take Action
- 4 Beliefs
- 3 Conclusions
- 2 Meaning & Assumptions
- 1 Select Data



Our actions influence what we notice in the future and therefore, our assumptions.

Activity



Reflect on a situation where you jumped up the ladder.



Discuss what can you do the next time for a better outcome?

5 Take Action

4 Beliefs

3 Conclusions

2 Meaning & Assumptions

1 Observe & Select Data



Putting theory into action

- What is one action YOU can take to reduce implicit bias in advocating for youth?

QUESTIONS?



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