

Implicit Biases Awareness Training

Transcript

Overview

Implicit or unconscious biases are attitudes or stereotypes that influence our understanding, actions, and decisions. However, you don't have to accept these biases as inevitable. With a willingness to challenge traditional thoughts, you can reshape your thinking and confront biases head-on. Recognizing and mitigating these biases is essential for making fair judgments and fostering inclusivity. In this video series, you'll gain insights into implicit biases and learn techniques for recognizing and applying effective solutions to reduce their influence in your everyday life.

Lesson 1 - Exploring the Origins and Influences of Implicit Biases

Take a moment to review the following objectives for this lesson:

- Define implicit biases and their origins
- Identify common types of implicit biases and their impact
- Reflect on how implicit biases manifest in everyday situations and their influence on decision-making processes

Unconscious biases impact every individual. These biases are deeply ingrained in human psychology and are neither inherently good nor bad. Exploring the roots of these implicit biases is essential for challenging and reshaping conventional thought patterns. After completing this video, you will gain a better understanding of the origins of implicit biases and identify factors that perpetuate them.

Exploring the origins of implicit biases requires delving into the psychological processes of learning and memory, namely with the amygdala. This brain region triggers the "fight or flight" response based on past experiences when perceiving threats. For example, if someone had a negative encounter with a dog as a child, their amygdala might react similarly to encountering any dog in the future. Our neocortex is responsible for rational thought and enables us to adapt or unlearn these ingrained thoughts, thereby overriding automatic responses.

Personal experiences also play a role in shaping our biases because we draw from past experiences. Imagine someone had a negative encounter with a motorcyclist who cut them off in traffic, leading to a near-miss accident. This personal experience might lead them to develop a bias against all motorcyclists, associating them with reckless and aggressive behavior.

Socialization is another influential factor in shaping our biases. It molds our attitudes and behaviors toward different social groups and typically begins in the early stages of life. For

instance, a teenager who reads fashion magazines featuring thin models may grow up to believe that thinness represents the ideal beauty standard while fostering negative attitudes towards themselves and others who don't fit this standard.

Moreover, social and cultural influences encompass a broader spectrum of factors that shape our attitudes and behaviors. These influences start early in life, as societal norms, values, and attitudes that are imparted through family, peers, and media. For instance, teachings that emphasize rigid adherence to traditional gender roles can foster biases against individuals who don't align with these norms, such as women in leadership roles.

Recognizing biases is vital to our personal growth. Biases are a universal human trait and are neither inherently good nor bad. By acknowledging and addressing biases, we empower ourselves to make more informed decisions and can better interact with those around us.

Lesson 1 - Knowledge Check

What role does the amygdala play in influencing biases?

- a) It helps us consciously categorize threats.
- b) It triggers the "fight or flight" response based on past experiences.
- c) It regulates decision-making processes.
- d) It does not influence biases.

Answer: b) It triggers the "fight or flight" response based on past experiences.

Correct feedback: The amygdala plays a role in triggering the "fight or flight" response based on past experiences. This is a key function of the amygdala in processing emotional responses.

How do social and cultural influences contribute to the formation of biases?

- a) They have no impact on biases.
- b) They reinforce stereotypes and norms from an early age.
- c) They solely shape positive biases.
- d) They mainly affect biases in professional settings.

Answer: b) They reinforce stereotypes and norms from an early age.

Correct feedback: Social and cultural influences contribute to the formation of biases by reinforcing stereotypes and norms from an early age. These influences shape our perceptions and attitudes toward different individuals.

What is one way the neocortex helps mitigate biases?

- a) By strengthening biases.

- b) By triggering automatic responses.
- c) By overriding automatic responses with rational thought.
- d) By increasing emotional responses.

Answer: c) By overriding automatic responses with rational thought

Correct feedback: One way the neocortex helps mitigate biases is by overriding automatic responses with rational thought. This involves the brain's higher cognitive functions, including critical thinking and logical reasoning.

Lesson 2 - Recognizing Types of Implicit Biases

Take a moment to review the following objectives for this lesson:

- Identify and define different types of implicit biases
- Reflect on personal experiences where different types of implicit biases were present
- Identify how personal biases might influence behaviors and decisions

We've all made quick judgments or snap decisions. These automatic responses are driven by ingrained thoughts and stereotypes that shape how we view the world. By the end of this video, you'll be able to recognize the most common types of biases.

Let's begin by discussing affinity bias, the tendency to favor individuals who share similar characteristics, backgrounds, or experiences. For example, a manager may unconsciously lean towards hiring a candidate because they attended the same business school, although another candidate may be more qualified.

Confirmation bias is another common type of implicit bias. Confirmation bias refers to the inclination to seek information that validates existing beliefs while discounting and ignoring conflicting evidence. One example of confirmation bias is social media echo chambers, which allow individuals to tailor their feeds to reinforce their perspectives.

Next, consider attribution bias, which is the tendency to attribute a person's behavior to internal characteristics (such as ability or personality) or external factors (such as luck or circumstances). An example of attribution bias is when a spouse forgets a special occasion, leading the other partner to assume they don't care. However, their forgetfulness could stem from stress or other personal distractions.

The halo and horn effects are closely related to attribution bias. The halo effect occurs when an individual's positive attributes influence the perception of their entire character or abilities. An example of this bias is evident when someone impresses their supervisor and subsequently receives preferential treatment. Conversely, the horn effect occurs when a negative trait or

action overshadows all other positive qualities of an individual. An example of this bias can be seen when someone makes a mistake at work and is labeled as incompetent.

The final bias we'll explore is in-group bias, which is the inclination to favor individuals within one's social group while exhibiting bias against perceived "outsiders". This bias can manifest in various settings, like a group of friends favoring a specific clothing brand. Those who opt for different brands may face skepticism or questioning from their peers.

Acknowledging the different types of implicit biases can aid in identifying when they might influence your decisions. This awareness marks the first step in diminishing the impact of bias in your daily life.

Lesson 2 - Knowledge Check

What type of bias are you demonstrating if you attribute someone's success based on their luck rather than their abilities?

- a) Confirmation bias
- b) Attribution bias
- c) Availability bias
- d) In-group bias

Correct answer: b) Attribution bias

Correct feedback: Attribution bias is demonstrated when attributing someone's success based on luck, rather than their abilities.

What type of bias are you demonstrating when you perceive someone as more competent because they belong to the same social group as you?

- a) Halo effect
- b) Horn effect
- c) Attribution bias
- d) In-group bias

Correct answer: d) In-group bias

Correct feedback: In-group bias is demonstrated when you perceive someone as more competent because they belong to the same social group.

What type of bias are you exhibiting when you believe that a positive characteristic, such as someone's appearance, implies their overall intelligence and competence?

- a) Confirmation bias
- b) Halo effect
- c) Availability bias
- d) Attribution bias

Correct answer: b) Halo effect

Correct feedback: The halo effect is demonstrated when you automatically assume that an individual's positive traits influence the overall perception of an individual.

What type of bias are you demonstrating if you often seek information that only confirms your pre-existing beliefs?

- a) Confirmation bias
- b) Halo effect

- c) Availability bias
- d) Attribution bias

Correct answer: a) Confirmation bias

Correct feedback: Confirmation bias is demonstrated when seeking information that only confirms pre-existing beliefs while dismissing or ignoring contradictory evidence.

Lesson 3 - Strategies for Confronting Personal Biases

Take a moment to review the following objectives for this lesson:

- Identify and define different strategies to combat implicit biases
- Define the importance of each strategy in mitigating biases
- Reflect on how applying these strategies can lead to more inclusive environments

Overcoming unconscious biases demands a conscious effort to challenge entrenched thought patterns to embrace new perspectives. By the end of this video, you will learn effective strategies to combat your unconscious biases.

To begin addressing personal biases, it's crucial to educate yourself on the types of implicit biases which will help you develop the ability to identify moments when they may be influencing your thoughts or actions.

One way to do so is through stereotype replacement. This approach focuses on actively questioning stereotypes and replacing biased thoughts with more precise and equitable evaluations of individuals.

Additionally, engaging in perspective-taking enables you to empathize with others by considering their viewpoints and life experiences. By examining things from a different perspective, you can gain profound insights into their unique worldview.

Finally, increasing contact, or engaging with people from various backgrounds and perspectives enables you to broaden your worldview. This allows you to gain insights into alternative ways of thinking and living.

By employing these various strategies, you can mitigate the influence of biases and promote equity, empathy, and mutual understanding.

Lesson 3 - Knowledge Check

What strategy involves actively challenging stereotypes and replacing biased thoughts with more accurate assessments of individuals?

- a) Perspective-taking
- b) Increasing contact
- c) Stereotype replacement
- d) Ignoring biases

Correct answer: c) Stereotype replacement

Correct feedback: Stereotype replacement aims to consciously recognize and challenge stereotypes and replace them with more accurate thoughts of individuals.

What strategy involves making a conscious effort to understand situations from someone else's point of view?

- a) Educating and raising awareness
- b) Perspective-taking
- c) Increasing contact
- d) Stereotype replacement

Correct answer: b) Perspective-taking

Correct Feedback: Perspective-taking involves actively considering and empathizing with the perspectives, feelings, and experiences of others.

What strategy involves engaging in meaningful interactions with diverse individuals to diminish prejudice and increase understanding?

- a) Stereotype replacement
- b) Perspective-taking
- c) Increasing contact
- d) Educating and raising awareness

Correct answer: c) Increasing contact

Correct feedback: Increasing contact with others involves promoting positive and meaningful interactions between individuals from different social groups to reduce stereotypes, prejudice, and discrimination.

Summary

Throughout this video series, you've delved into the intricate causes and factors that perpetuate biases. You've also explored common biases and gained an understanding of how these biases

manifest in your everyday interactions. Finally, you've discovered effective strategies for combatting biases. This knowledge should empower you to challenge ingrained thought patterns to foster inclusivity in your personal and professional lives.

Final Assessment

What region of the brain plays a pivotal role in triggering the "fight or flight" response based on past experiences?

- a) Neocortex
- b) Cerebellum
- c) Amygdala
- d) Hippocampus

Correct Answer: c) Amygdala

Correct feedback: The amygdala is the region of the brain that plays a pivotal role in triggering the "fight or flight" response based on past experiences.

What region of the brain is responsible for rational thought processes and enables us to consciously adapt and unlearn ingrained thought patterns?

- a) Neocortex
- b) Cerebellum
- c) Amygdala
- d) Hippocampus

Correct Answer: a) Neocortex

Correct feedback: The neocortex is the region of the brain responsible for rational thought processes and enabling us to consciously adapt and unlearn ingrained thought patterns.

How do social and cultural influences contribute to the formation of biases?

- a) By reinforcing attitudes, norms, and values from an early age.
- b) By stimulating logical thinking processes.
- c) By suppressing emotional responses.
- d) By activating the neocortex.

Correct Answer: a) By reinforcing attitudes, norms, and values from an early age.

Correct feedback: Social and cultural influences contribute to the formation of biases by reinforcing attitudes, norms, and values from an early age.

A person instinctively feels a surge of fear when encountering a spider, even though they have never been harmed by one. What is the underlying cause of this reaction?

- a) Psychological processes
- b) Socialization
- c) Social and cultural influences
- d) Personal experiences

Correct Answer: a) Psychological processes

Correct feedback: Psychological processes drive an instinctive fear response. The amygdala helps us quickly react to potential threats, even if those threats have never harmed us personally.

What type of bias is demonstrated when an individual avoids eating certain types of food because they had a bad experience with it in the past?

- a) Psychological processes
- b) Socialization
- c) Social and cultural influences
- d) Personal experiences

Correct Answer: d) Personal experiences

Correct feedback: Past personal experience is the bias demonstrated in this scenario. The individual's avoidance of certain foods is due to a bad experience that shaped their current behavior and decisions.

What type of bias is demonstrated when a person assumes that individuals who speak with an accent are less intelligent, despite having no evidence to support this belief?

- a) Psychological processes
- b) Socialization
- c) Social and cultural influences
- d) Personal experiences

Correct Answer: c) Social and cultural influences

Correct feedback: Social and cultural influences is the bias demonstrated in this scenario. This assumption is influenced by societal norms, stereotypes, and cultural attitudes toward accents and intelligence.

What type of bias is demonstrated when a person feels uncomfortable around people with disabilities because they have been taught by their family that they should be treated differently? Which factor is driving this bias?

- a) Psychological processes
- b) Socialization
- c) Social and cultural influences
- d) Personal experiences

Correct Answer: b) Socialization

Correct feedback: Socialization is the bias demonstrated in this scenario. The individual's discomfort around people with disabilities stems from the teachings of their family.

What are the key factors contributing to implicit biases?

- a) Psychological processes, cultural norms, and personal experiences
- b) Physical health, environmental factors, and genetic predispositions
- c) Economic status, educational background, and technological advancements
- d) Political affiliations, religious beliefs, and dietary preferences

Correct Answer: a) Psychological processes, cultural norms, and personal experiences

Correct feedback: The key factors contributing to implicit biases include psychological processes, cultural norms, and personal experiences. These elements play a significant role in shaping individuals' unconscious attitudes, beliefs, and behaviors toward others.

What type of bias is demonstrated when a manager consistently praises ideas proposed by a particular team member, attributing them to exceptional creativity and insight, while dismissing similar suggestions from others?

- a) Confirmation bias
- b) Halo effect
- c) Horn effect
- d) In-group bias

Correct Answer: b) Halo effect

Correct feedback: The halo effect is the bias depicted in this scenario. This bias occurs when positive qualities of an individual influence perceptions of their overall character or abilities, leading to an overestimation of capabilities.

What type of bias is demonstrated when a marketing team selectively focuses on positive comments from a small group of supporters and disregards negative feedback?

- a) Affinity bias
- b) Confirmation bias
- c) Attribution bias
- d) In-group bias

Correct Answer: b) Confirmation bias

Correct feedback: Confirmation bias is the bias depicted in this scenario. Confirmation bias occurs when individuals selectively focus on information that confirms their existing beliefs while ignoring contradictory evidence.

What type of bias is demonstrated when a manager prefers to promote employees from their own department over equally qualified candidates from other departments?

- a) Horn effect
- b) Halo effect
- c) Confirmation bias
- d) In-group bias

Correct Answer: a) In-group bias

Correct feedback: In-group bias is the bias depicted in this scenario. In-group bias occurs when individuals prefer others who are perceived as part of the same group.

What type of bias is demonstrated when team members consistently dismiss ideas proposed by a quieter colleague, attributing them to lack of experience, while readily accepting suggestions from more outspoken members?

- a) Affinity bias
- b) Halo effect
- c) Horn effect
- d) In-group bias

Correct Answer: c) Horn effect

Correct feedback: The horn effect is the bias depicted in this scenario. The horn effect occurs when a negative trait or action overshadows all other positive qualities of an individual.

What type of bias is demonstrated when a group of friends regularly engages in political discussions on social media, but they only follow accounts and share articles that align with their own beliefs, ignoring content from opposing viewpoints?

- a) Affinity bias
- b) Confirmation bias
- c) Halo effect
- d) In-group bias

Correct Answer: b) Confirmation bias

Correct feedback: Confirmation bias is the bias depicted in this scenario. Confirmation bias occurs when individuals selectively focus on information that confirms their existing beliefs while ignoring contradictory evidence.

What type of strategy is demonstrated when you don't automatically associate a certain profession with a particular gender, such as men being engineers?

- a) Stereotype replacement
- b) Perspective-taking
- c) Increasing contact
- d) Raising awareness

Correct Answer: a) Stereotype replacement

Correct feedback: Stereotype replacement is demonstrated in this scenario. Stereotype replacement involves consciously recognizing stereotypes and actively replacing them with more accurate assessments of individuals.

What type of strategy is demonstrated when you actively challenge assumptions made about a colleague based on their age?

- a) Stereotype reinforcement
- b) Perspective-taking
- c) Increasing contact
- d) Raising awareness

Correct Answer: b) Perspective-taking

Correct feedback: Perspective-taking is the strategy demonstrated in this scenario. Perspective-taking involves making a conscious effort to understand situations from someone else's point of view, considering their unique perspectives, experiences, and challenges.

What type of strategy is demonstrated when a company encourages employees from diverse backgrounds to collaborate on projects and participate in team-building activities?

- a) Perspective-taking
- b) Stereotype replacement
- c) Increasing contact
- d) Attribution bias

Correct Answer: c) Increasing contact

Correct feedback: Increasing contact is the strategy demonstrated in this scenario. By encouraging employees from diverse backgrounds to work together and engage in team-building activities, the company fosters better understanding and reduces biases through meaningful interactions.

What type of strategy is demonstrated when an organization conducts workshops and training sessions to educate employees about unconscious biases and the importance of inclusivity in the workplace?

- a) Perspective-taking
- b) Stereotype replacement
- c) Increasing contact
- d) Raising awareness

Correct Answer: d) Raising awareness

Correct feedback: Raising awareness is the strategy demonstrated in this scenario. The organization is proactively educating employees about unconscious biases and the value of inclusivity, helping to create a more informed and equitable workplace.