Implicit Bias: The Big Trust Buster

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Welcome and Introductions

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Our purpose

Our work
Agenda:

Introduction of Equity Alliance MN - 5 min
Implicit Bias - 20 min
Implicit Bias in Schools &
Debiasing Practices 35 min
Agreements

• Accept and expect non-closure
• Assume positive intentions and accept responsibility for our impact
• Agree to disagree
• Speak your own truth by using “I”
• Experience discomfort and know it’s a necessary part of the learning
• Share your own story (not talking about or sharing others’ stories)

Modified from the Pacific Education Group Courageous Conversations Protocol
Riddle

A father and his son are in a car accident. The father dies instantly, and the son is taken to the nearest hospital. The doctor comes in and exclaims, “I can’t operate on this boy.”

“Why not?” the nurse asks.

“Because he is my son,” the doctor responds.
Implicit Bias
Implicit Bias

“Implicit Bias is the unconscious attitudes and stereotypes we hold about different groups of people that influence our actions.” -Victoria W. Jackson

We make automatic associations about people based on their race, gender, perceived dis/ability, physical features, clothing, residency, etc.
But what if her name was .....
“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character”

(Reverend Dr. Martin Luther King Jr).
Practice Pause
Cycle of Socialization (Adapted from the work of Bobbi Harri)

The Beginning
- We have no choice in our initial identity.

First Socialization
- Our families or adults closer to us begin to shape us right after we are born.

Actions
- One decides to go along with or fight the system.

The Core of the Cycle
- Fear
- Ignorance
- Confusion
- Insecurity

Enforcements
- People who go along with the social norms.

Institutional & Cultural Socialization
- People learn their role in society or from stereotypes.
3’Rs

3R’s
• Reflection
• wRight
• Recite
Cracking the Codes of Unconscious Bias
3’Rs

3R’s

• Reflection

• wRight

• Recite
Cracking the Codes of Unconscious Bias
Practice Pause
Thank you! Please feel free to contact us:

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References


Butler, S., Butler, R., & Huyler, Y. J. (2012). Cracking the codes: The system of racial inequity. [Oakland, Calif.]: World Trust Educational Services, Inc..

