



Implicit Bias: The Big Trust Buster

Dr. Marcellus Davis
Regina Seabrook
October 24, 2019



Welcome and Introductions

Dr. Marcellus Davis

Regina Seabrook



Equity Alliance MN

Our purpose

Our work



Agenda:

Introduction of Equity Alliance MN -5min

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.



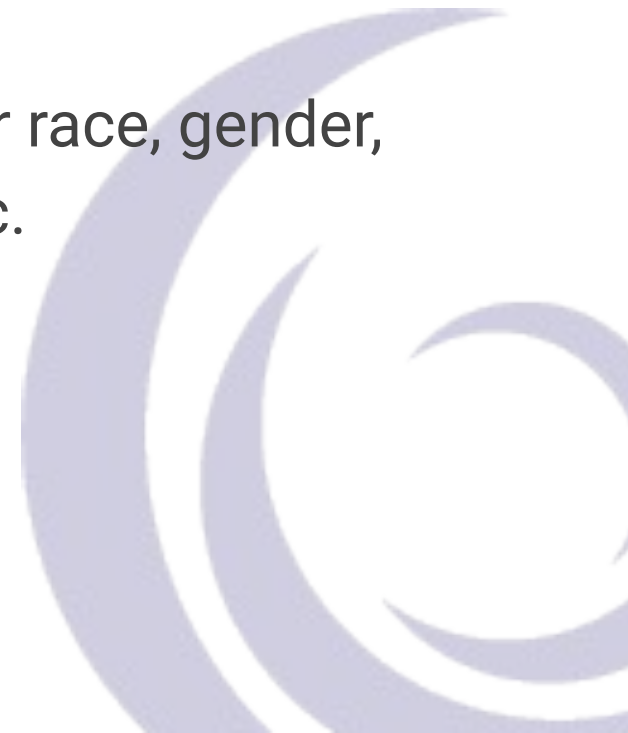
Implicit Bias

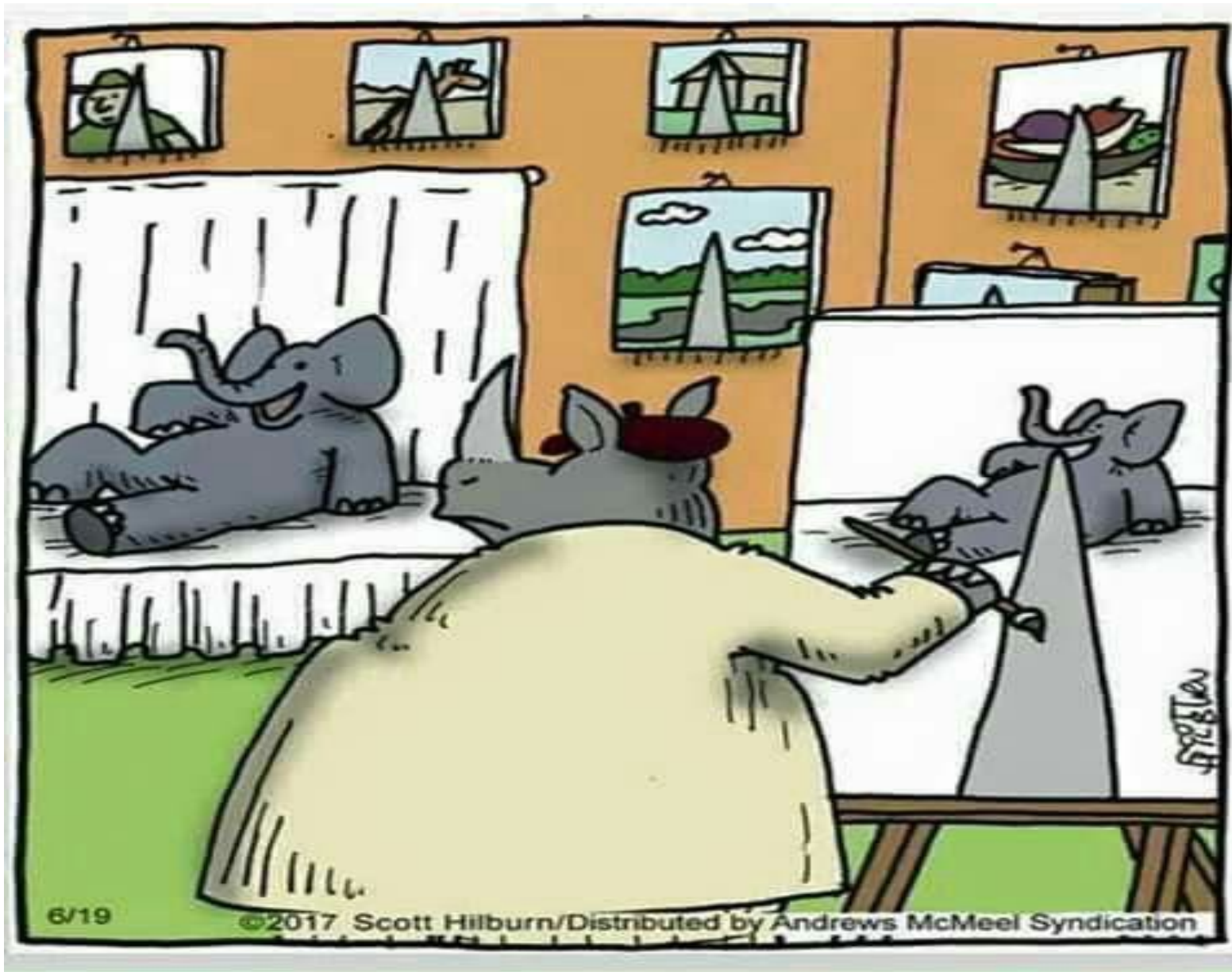


Implicit Bias

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

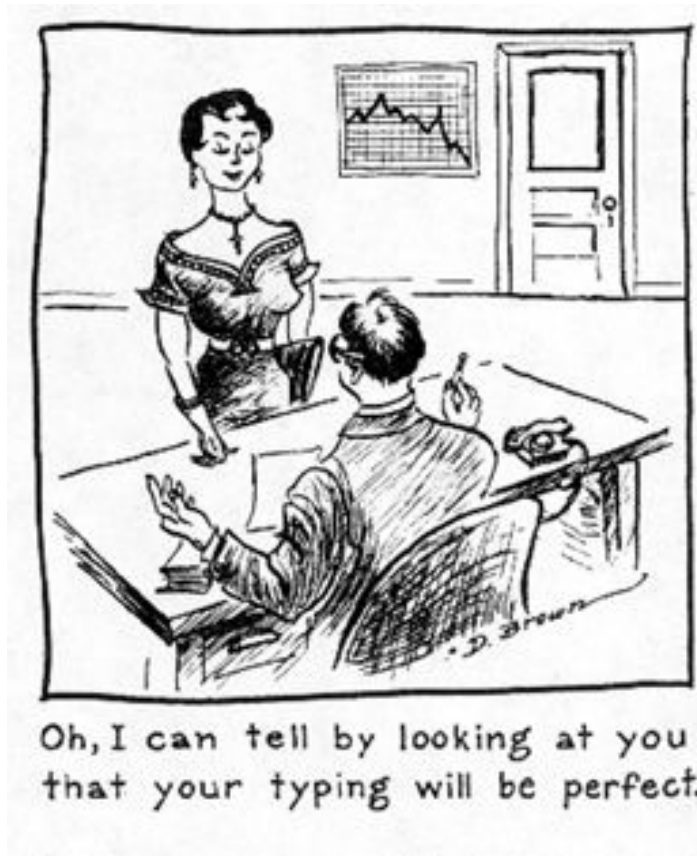
We make automatic associations about people based on their race, gender, perceived dis/ability, physical features, clothing, residency, etc.





Scott Hilburn (2017)

But what if her name was



Cartoon in Seattle City Light employee newsletter, 1953 Cartoon by D. Brown *Seattle City Light News* Courtesy Seattle Public Library

“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).



B





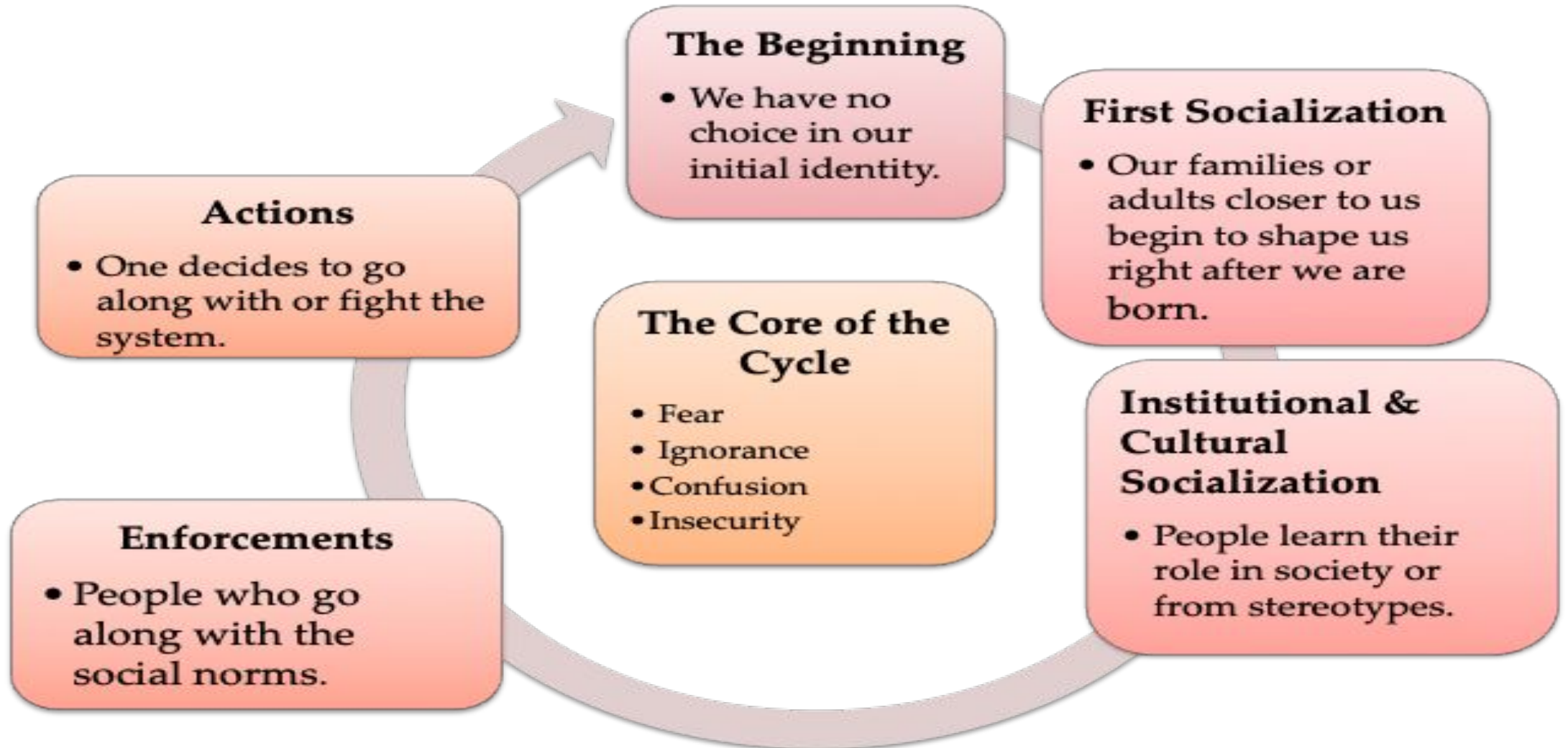
www.shutterstock.com · 163190306



Practice Pause



Cycle of Socialization (Adapted from the work of Bobbi Harri)



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:

Regina Seabrook

rseabrook@ea-mn.org

651-379-2657

Dr. Marcellus Davis

mdavis@ea-mn.org

651-379-2628



References

Banaji, M. & Greenwald, A, (2013). Blind spot: the hidden biases of good people. New York. Delacorte Press.

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

Hilburn, Scott (2017). The Argyle Sweater Cartoon. Pinterest. Gail Regan Collection. Retrieved from <https://www.pinterest.com/cgr3244/scott-hilburn/>

Litmos Heros. (2016, October 28). Unconscious Bias: Leadership and Management. Retrived from YouTube at <https://www.youtube.com/watch?v=dloCJq8shZE>





6063 Hudson Road • Ste. 218 • Woodbury • MN • 55125