

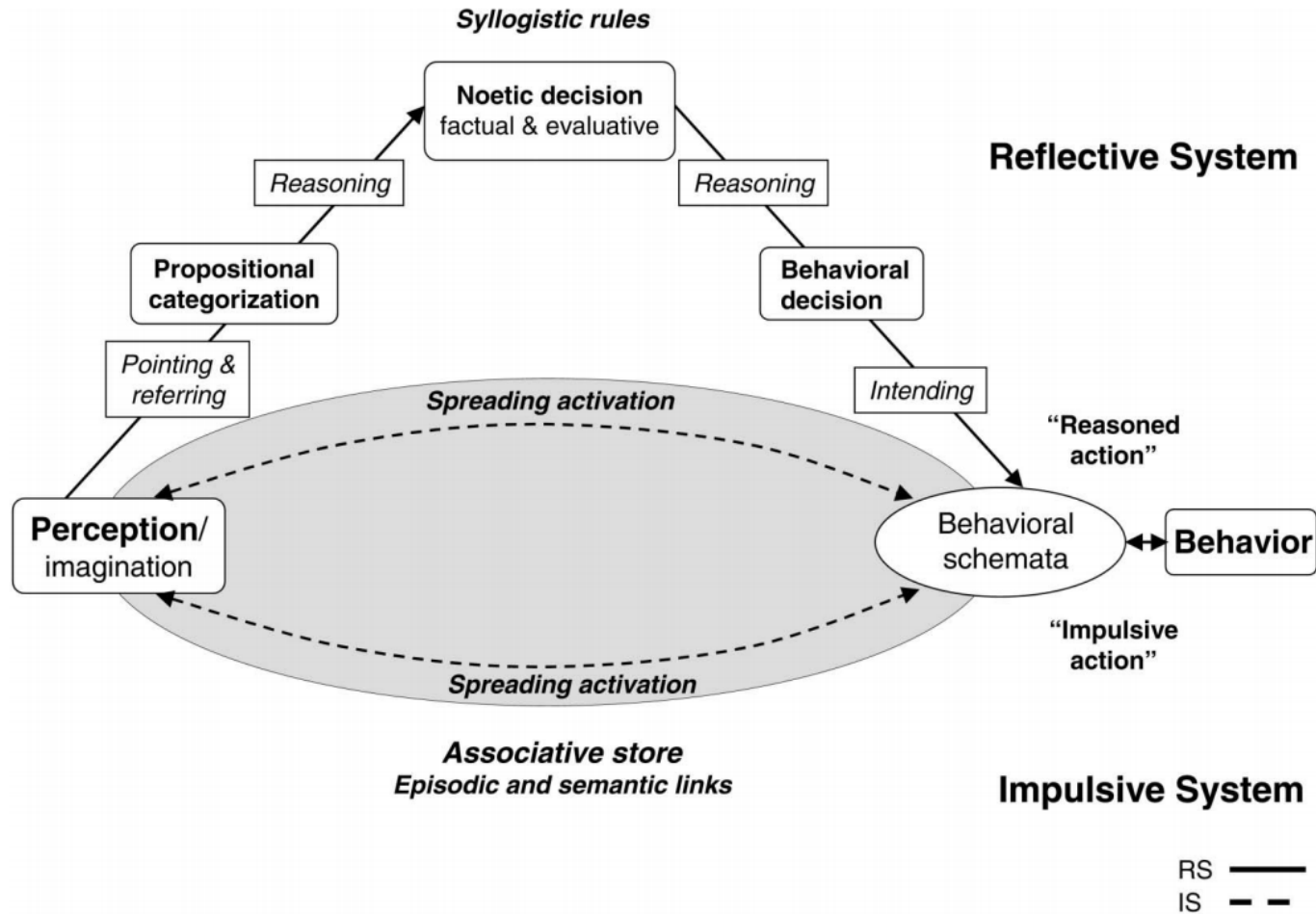


Killing Me Softly-Implicit Bias/Cognition And Microaggressions

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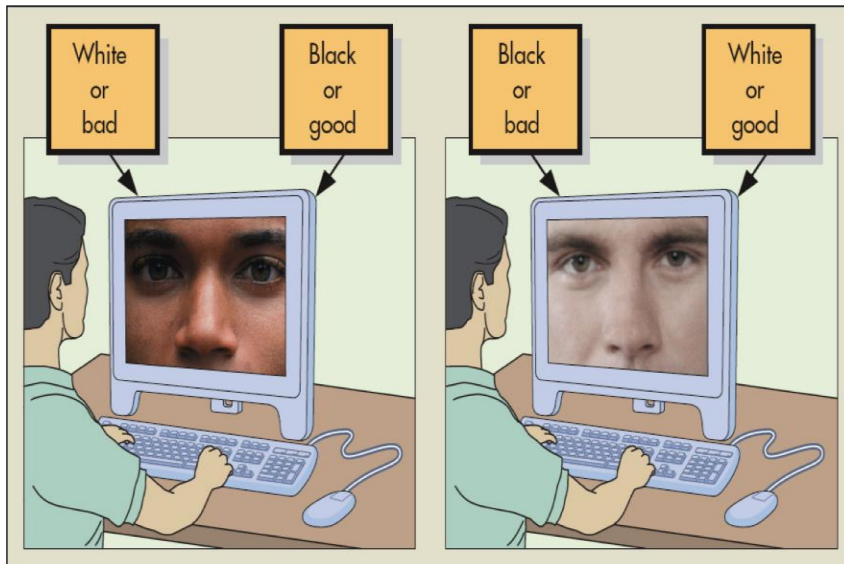
- Introduction
- Implicit Bias
 - Key Concepts and Definitions
 - Examples
 - Interventions: Actions to Take
- Microaggressions
 - Key Concepts Definitions
 - Examples
 - Actions to Take

- Requires:
 - Honest self-reflection
 - Willingness to accept feedback
 - Willingness to disclose truth about own values, beliefs and behaviors



Strack, F., and Deutsch, R. (2004). Reflective and Impulsive Determinants of Social Behavior. *Personality and Social Psychology Review*, 8(3), 220–247.

- There is a human comfort level with homogeneity and lack of differentiation
- Without challenging this fear and engaging with “the other”, personal transformation is not possible



- <https://implicit.harvard.edu/implicit/takeatest.html>
- <https://www.youtube.com/watch?v=cykcpqSpVZoact>

What is implicit bias?

- Implicit attitudes might influence understanding, behavior, and decisions

- Measured by the Implicit Association Test-IAT

- Greenwald, A. G., McGhee, D. E., & Schwartz, J. L. (1998). Measuring Individual Differences in Implicit Cognition: The Implicit Association Test. *Journal of Personality and Social Psychology*, 74(6), 1464–80

- Web based self assessment tool
- We share common biases that favor society's in-groups
- Our implicit biases are a better predictor of our behavior than our self-reported explicit biases

- “The Implicit Association Test is controversial because many people believe that racial bias is largely a thing of the past. The test’s finding of a widespread, automatic form of race preference violates people’s image of tolerance and is hard for them to accept. When you are unaware of attitudes or stereotypes, they can unintentionally affect your behavior. Awareness can help to overcome this unwanted influence.”
 - Anthony Greenwald, Ph.D.
 - Source: <http://projectimplicit.wordpress.com/>

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Type of Factors	Increase	Decrease
Control	Intoxication Cognitive load Fatigue	Training to control
Personal		Self-control Working memory capacity Focus on affect
Behavioral	Habit	
Situational	Mood Arousal	

- *Intergroup contact*
- *Habit-breaking strategies*
 - *Mindfulness*

Post-intervention change			Long-term change		
Implicit bias	Explicit attitudes	Overt action	Implicit bias	Explicit attitudes	Overt action

- Actual or imagined interaction with the out-group or exposure to positive examples from the out group

Post-intervention change			Long-term change		
Implicit bias	Explicit attitudes	Overt action	Implicit bias	Explicit attitudes	Overt action
↓	↓				

Pettigrew, T. F., and Tropp, L. R. (2006). A meta-analytic test of intergroup contact theory. *Journal of Personality and Social Psychology*, 90(5), 751–783.

Education	Training	Strategy description
Learn about nature and consequences of implicit bias	1. Stereotype replacement	Recognizing stereotypic responses within oneself and society, labeling them, and replacing them with non-stereotypic responses
	2. Counter-stereotypic imaging	Imagining examples of out-group members who counter popularly held stereotypes
	3. Individuating	Viewing others according to their personal, rather than stereotypic, characteristics
	4. Perspective taking	Adopting the perspective in the first person of a member of a stigmatized group
	5. Contact	Increasing exposure to out-group members

Post-intervention change			Long-term change		
Implicit bias	Explicit attitudes	Overt action	Implicit bias	Explicit attitudes	Overt action
↓	=	↓	↓	=	

Carnes, M. et al. (2015). The Effect of an Intervention to Break the Gender Bias Habit for Faculty at One Institution. *Academic Medicine*, 90(2), 221–230.

- Focused mindfulness (a set of attention-based, regulatory, and self-inquiry training regimes cultivated for various ends)

Post-intervention change			Long-term change		
Implicit bias	Explicit attitudes	Overt action	Implicit bias	Explicit attitudes	Overt action
↓	↓	↓			

Lueke, A., and Gibson, B. (2015). Mindfulness Meditation Reduces Implicit Age and Race Bias. *Social Psychological and Personality Science*, 6(3), 284–291.

Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults to the target person or group

Sue, DW et al. (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. *American Psychologist*, 62(4):271-86.

- Microassault
 - an explicit derogation characterized primarily by a verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior, or purposeful discriminatory actions
 - Only shown publicly when they (a) lose control or (b) feel relatively safe to engage in a microassault

Microassault Examples

THEMES	MICROAGGRESSION	MESSAGE
<p>Pathologizing Cultural Values/Communication Styles The notion that the values and communication styles of the dominant/White culture are ideal/"normal".</p>	<ul style="list-style-type: none"> To an Asian, Latino or Native American: <i>"Why are you so quiet? We want to know what you think. Be more verbal."</i> <i>"Speak up more."</i> Asking a Black person: <i>"Why do you have to be so loud/animated? Just calm down."</i> <i>"Why are you always angry?"</i> anytime race is brought up in the classroom discussion. Dismissing an individual who brings up race/culture in work/school setting. 	<p>Assimilate to dominant culture.</p> <p>Leave your cultural baggage outside. There is no room for difference.</p>
<p>Sexist/Heterosexist Language Terms that exclude or degrade women and LGBT persons.</p>	<ul style="list-style-type: none"> Use of the pronoun "he" to refer to all people. Being constantly reminded by a coworker that <i>"we are only women."</i> Being forced to choose Male or Female when completing basic forms. Two options for relationship status: married or single. A heterosexual man who often hangs out with his female friends more than his male friends is labeled as gay. 	<p>Male experience is universal. Female experience is invisible.</p> <p>LGBT categories are not recognized. LGBT partnerships are invisible.</p> <p>Men who do not fit male stereotypes are inferior.</p>
<p>Traditional Gender Role Prejudicing and Stereotyping Occurs when expectations of traditional roles or stereotypes are conveyed.</p>	<ul style="list-style-type: none"> When a female student asks a male professor for extra help on an engineering assignment, he asks <i>"What do you need to work on this for anyway?"</i> <i>"You're a girl, you don't have to be good at math."</i> A person asks a woman her age and, upon hearing she is 31, looks quickly at her ring finger. An advisor asks a female student if she is planning on having children while in postdoctoral training. Shows surprise when a feminine woman turns out to be a lesbian. Labeling an assertive female committee chair/dean as a "b____," while describing a male counterpart as a "forceful leader." 	<p>Women are less capable in math and science.</p> <p>Women should be married during child-bearing ages because that is their primary purpose.</p> <p>Women are out of line when they are aggressive.</p>

- **Microinsult**
 - communications that convey rudeness and insensitivity and demean a person's heritage or identity
 - Perpetrator of a microinsult is often times not aware of the implications of their message but the undertones are clear to the recipient

Microinsult Examples

THEMES	MICROAGGRESSION EXAMPLES	MESSAGE
<p>Alien in One's Own Land When Asian Americans, Latino Americans and others who look different or are named differently from the dominant culture are assumed to be foreign-born</p>	<ul style="list-style-type: none"> • <i>"Where are you from or where were you born?"</i> • <i>"You speak English very well."</i> • <i>"What are you? You're so interesting looking!"</i> • A person asking an Asian American or Latino American to teach them words in their native language. • Continuing to mispronounce the names of students after students have corrected the person time and time again. Not willing to listen closely and learn the pronunciation of a non-English based name. 	<p>You are not a true American.</p> <p>You are a perpetual foreigner in your own country.</p> <p>Your ethnic/racial identity makes you exotic.</p>
<p>Ascription of Intelligence Assigning intelligence to a person of color or a woman based on his/her race/gender</p>	<ul style="list-style-type: none"> • <i>"You are a credit to your race."</i> • <i>"Wow! How did you become so good in math?"</i> • To an Asian person, <i>"You must be good in math, can you help me with this problem?"</i> • To a woman of color: <i>"I would have never guessed that you were a scientist."</i> 	<p>People of color are generally not as intelligent as Whites.</p> <p>All Asians are intelligent and good in math/science.</p> <p>It is unusual for a woman to have strong mathematical skills.</p>
<p>Color Blindness Statements that indicate that a White person does not want to or need to acknowledge race.</p>	<ul style="list-style-type: none"> • <i>"When I look at you, I don't see color."</i> • <i>"There is only one race, the human race."</i> • <i>"America is a melting pot."</i> • <i>"I don't believe in race."</i> • Denying the experiences of students by questioning the credibility /validity of their stories. 	<p>Assimilate to the dominant culture.</p> <p>Denying the significance of a person of color's racial/ethnic experience and history.</p> <p>Denying the individual as a racial/cultural being.</p>

- Microinvalidation
 - communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of an ‘othered’ group
 - Gaslighting, imposter syndrome

USC Price School of Public Policy Microinvalidation Examples

THEMES	MICROAGGRESSION EXAMPLES	MESSAGE
<p>Denial of Individual Racism/Sexism/Heterosexism A statement made when bias is denied.</p>	<ul style="list-style-type: none"> • <i>“I’m not racist. I have several Black friends.”</i> • <i>“As a woman, I know what you go through as a racial minority.”</i> • To a person of color: <i>“Are you sure you were being followed in the store? I can’t believe it.”</i> 	<p>I could never be racist because I have friends of color. Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you. Denying the personal experience of individuals who experience bias.</p>
<p>Myth of Meritocracy Statements which assert that race or gender does not play a role in life successes, for example in issues like faculty demographics.</p>	<ul style="list-style-type: none"> • <i>“I believe the most qualified person should get the job.”</i> • <i>“Of course he’ll get tenure, even though he hasn’t published much—he’s Black!”</i> • <i>“Men and women have equal opportunities for achievement.”</i> • <i>“Gender plays no part in who we hire.”</i> • <i>“America is the land of opportunity.”</i> • <i>“Everyone can succeed in this society, if they work hard enough.”</i> • <i>“Affirmative action is racist.”</i> 	<p>People of color are given extra unfair benefits because of their race. The playing field is even so if women cannot make it, the problem is with them. People of color are lazy and/or incompetent and need to work harder.</p>

- Implicit bias does not always predict biased action
- Certain factors may increase the likelihood of biased action
- Interventions can reduce implicit bias and biased behavior
- Different interventions have diverse results
- We still know little about their overall effectiveness and long-term effects
- All of the above can also be applied to microaggressions

Slides 4,6,9-13 modified from: **Implicit cognition as predictor of police action: How can we reduce the impact of implicit bias?** By Inna Arnaudova, Ph.D. Postdoctoral Research Association, Department of Psychology And Hortensia Amaro, Ph.D Associate Vice Provost for Community Research Initiatives, Dean's Professor, Suzanne Dworak-Peck School of Social Work Professor, Preventive Medicine, Keck School of Medicine

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