

**IMPLICIT BIAS, DIVERSITY AND INCLUSION**

**WR**

**VSBA**  
Virginia School Boards Association

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Charlottesville | Lynchburg | Richmond | Roanoke

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**WHAT IS DIVERSITY?**

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**WHAT IS DIVERSITY?**

**“The collective mixture of differences and similarities wherever you might find them.”**  
*Dr. Roosevelt Thomas*

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**WHAT IS INCLUSION?**

**JOIN US**

“Diversity is being invited to the party;  
Inclusion is being a member of the party-  
planning committee.”  
-Daniel Juday



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**WHAT MAKES YOU DIVERSE?**



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**PUTTING DIFFERENCES INTO PLAY**

**Prejudice**

- Attitude/perception about a person
- “She is Asian, so she must be smart”

**Stereotype**

- Categorizing characteristics (traits, behaviors, etc.) attributed to a group.
- “All Asians are good at math”



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**BROWN V. BOARD OF EDUCATION (1954)**

Dr. Kenneth & Mamie Clark's Doll Study

“To separate [black children] from others of similar age and qualifications solely because of their race generates a feeling of inferiority as to their status in the community that may affect their hearts and minds in a way unlikely ever to be undone.”  
-Chief Justice Earl Warren (*Brown v. Board of Education*)

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**IMPLICIT BIAS**

- Associations we make between "good" and "bad," "black" and "white," "gay" and "straight"
- Theory: depending on our prejudices, we will subconsciously link "black" or "white" to "good" or "bad"



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**WHAT IS IMPLICIT BIAS?**

The prejudicial attitude or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

- It's **unconscious**, unintentional.
- We all do it!
- Be mindful of your biases to prevent them from affecting your actions or behavior.



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## PREJUDICE

### In-group/out-group

- Attachment to one's own group, negative attitudes toward "others"

Once learned, stereotypes/prejudices are resistant to change

People embrace anecdotes that reinforce their biases, but disregard experiences that contradict them.

"Some of my best friends are \_\_\_\_\_."

- Example of tendency to allow some exceptions without changing bias



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## WHO WOULD YOU HIRE?



for your IT Department?



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EFFECTS OF IMPLICIT BIAS: WHEN BIAS  
BECOMES *EXPLICIT*



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## Confronting Disparate Outcomes



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## SO WHAT'S THE PROBLEM?

The connection between race and ability leads to discrimination

- Acting on a prejudice/stereotype
  - E.g. hiring an Asian applicant over a more qualified black applicant
- Turning a positive into a negative
  - Because Asians are smart, they can't also be athletic, e.g., Jeremy Lin.



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## DISCRIMINATION AND HARASSMENT

| Federal EEO Statutes   | Protected Classifications  |
|--|--|
| <ul style="list-style-type: none"> <li>• Title VII</li> <li>• ADA</li> <li>• ADEA</li> <li>• GINA</li> <li>• USERRA</li> </ul> | <ul style="list-style-type: none"> <li>• Race</li> <li>• Color</li> <li>• Religion</li> <li>• National Origin</li> <li>• Sex</li> <li>• Pregnancy</li> <li>• Age</li> <li>• Disability</li> <li>• Genetics</li> <li>• Military Status</li> </ul> |



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### OUTDATED STEREOTYPES

EEOC v. The Children's Home 5-2-2018

- Male EE applied for position in maternity program
- ER refused to consider him
- Prevented him from applying for other positions
- Settled for \$18,000

“ Outdated stereotypes about the roles of men and women in childcare and caregiving should not adversely impact employees' job prospects. ”



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### WHO APPROVED RUNNING THIS AD?



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### WHY CAN'T WE JUST IGNORE DIFFERENCES?

Not recognizing & respecting leads to...  
 (i.e. phrases like "I don't see color.")

- Animosity
- Polarization
- Harassment
- Disparate effects (policies, laws, treatment)
- Social injustice
- A fundamental distrust of the legal system



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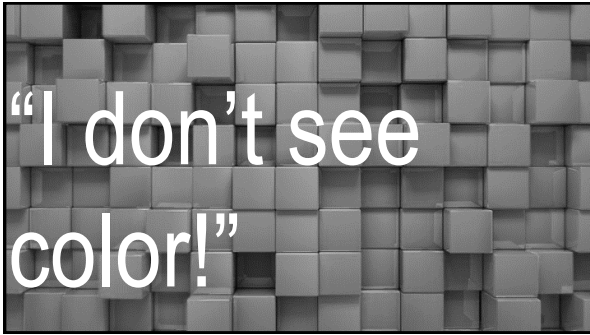
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| #1    | #2     | #3     |
|-------|--------|--------|
| TGHFE | CLKFAF | KCFIDF |
| SKPND | LHFN   | COFFH  |
| NBFR  | BLGFK  | CNVLK  |

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| #1    | #2     | #3    |
|-------|--------|-------|
| GREEN | BLUE   | RED   |
| RED   | PURPLE | GREEN |
| BLUE  | YELLOW | BLUE  |

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| #1     | #2     | #3     |
|--------|--------|--------|
| RED    | GREEN  | PURPLE |
| BLUE   | YELLOW | BLUE   |
| YELLOW | RED    | GREEN  |

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**RESPECT AND CIVILITY AS OBJECTIVES**

- Improved communications
- Decreased liability
- Greater intelligence / marketing gathering capacity
- Better inter-department communications
- Higher morale and job satisfaction
- Enhanced recruitment and retention
- Community involvement



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**IMPLICIT BIAS & CULTURAL INSENSITIVITY**



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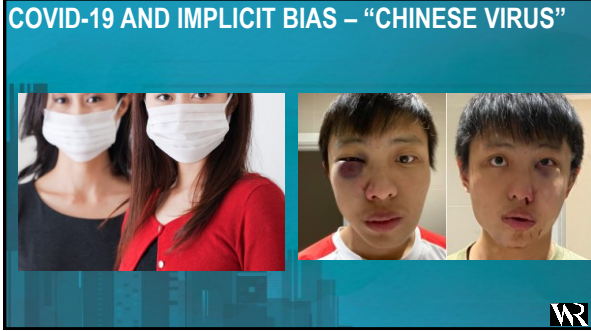
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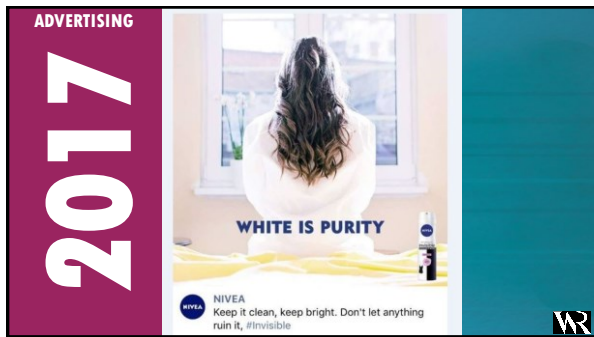
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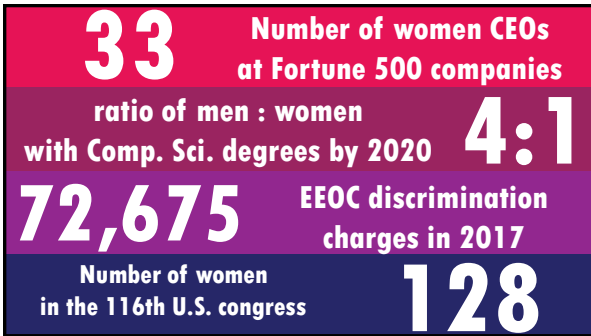
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**KEY TAKEAWAYS**

1. Check Yourself
2. Check Others (respectfully)
3. Recognize **Color** and Diversity
4. Encourage and Promote Inclusion
5. Exercise intercultural sensitivity

*Today, the failure to exercise intercultural sensitivity is not simply bad business or bad morality – it is self-destructive.*



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