



Sagrado Healing Arts, PLLC
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Implicit Bias (Unconscious Bias)

"Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner."

Kirwan Institute (2015)

What do We Know?

Universal - *We all have it*

Changeable – *Unlearning and debiasing is possible*

Irrational - *It doesn't necessarily match up with your beliefs*



Gender Preferences Subconscious
Cognition Unconscious Judgement
IMPLICIT BIAS
Stereotypes Resea Behavior
Prejudice Race Resea Decisions Disrespect

How do we combat implicit Bias?

Acknowledge *you have bias*

Understand *your brain*

System 1 = implicit bias – neural structures work to discriminate quickly and unconsciously

System 2 = The Witness Self – Neuralplasticity – we all have the ability to challenge and change unconscious bias

Educate *yourself about other groups (sex, gender identity, sexual orientation, religion, race, culture, ethnicity, socio-economic status, ability/disability,the list is endless 😊)*

Practice Individuation – *seek information about specific members of different groups. Focus on individual people and their stories rather than group stereotypes.*

Active Listening – *this is different than 'hearing' (which is a sense). Listening is perceptual and requires more than sensory input.*

Engage & Encounter *people outside of your familiar social circles*

Why do we (you) care?

Continuing to practice unchecked implicit bias...

Harms...

Individuals, Organizations, and Society

Limits *building relationships*

Perpetuates **discrimination**

Marginalizes *groups*

Increases **conflict** *in communities and larger society*

Hampers *creativity and innovation*

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Resources

- Kirwan Institute for the Study of Race and Ethnicity - <http://kirwaninstitute.osu.edu/implicit-bias-training/>
- Perception Institute – Solution Statement - <https://perception.org/about-us/mission-vision-values/>
- Black-on-Black Racism: The Hazards of Implicit Bias - <https://www.theatlantic.com/politics/archive/2014/12/black-on-black-racism-the-hazards-of-implicit-bias/384028/>
- The Science of Your Racist Brain - <https://www.motherjones.com/politics/2014/05/inquiring-minds-david-amodio-your-brain-on-racism/>
- How to Right Your Own Implicit Biases - <https://www.aauw.org/2016/03/30/fight-your-biases/>
- Understanding Implicit Bias - <https://www.aft.org/ae/winter2015-2016/staats>
- E-Learning Seminar: What You Don't Know: The Science of Unconscious Bias and What to do About It in the Search and Recruitment Process. Association of American Medical Colleges (AAMC) - <https://diversity.ucsf.edu/resources/unconscious-bias-resources>
- Project Implicit. Link to the Implicit Association Test (IAT) - <https://implicit.harvard.edu/implicit/>
- Proven Strategies for Addressing Unconscious Bias in the Workplace. Includes an overview of unconscious bias and includes case studies to explore the impact of unconscious bias in the workplace. Diversity Best Practices. Sponsored by Cook Ross. - <http://www.cookross.com/docs/UnconsciousBias.pdf>
- The New Science of Unconscious Bias: Workforce & Patient Care Implications. This program explores the scientific basis for this new understanding of human bias and the implications of unconscious bias theory for the health care system both in terms of workforce bias and in terms of threats to clinical objectivity.- <https://cmelearning.com/the-new-science-of-unconscious-bias-workforce-and-patient-care-implications-2/>
- Women in Science. This special issue of Nature takes a hard look at the gender gap — from bench to boardroom — and at what is being done to close it. - <https://www.nature.com/collections/mpjvbltbgf>
- The Neuroscience of Unconscious Bias. The American Bar Association Litigation Section. - <https://www.youtube.com/watch?v=kzz5Ae-Jq0s>