

# Explicit Bias

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# Foreword



Committing to cultural consciousness

Engaging with self, others, and systems

Reckoning with hard questions and harder answers

# Overview

## Defining Bias

- Implicit & Explicit

## Reflection & Context

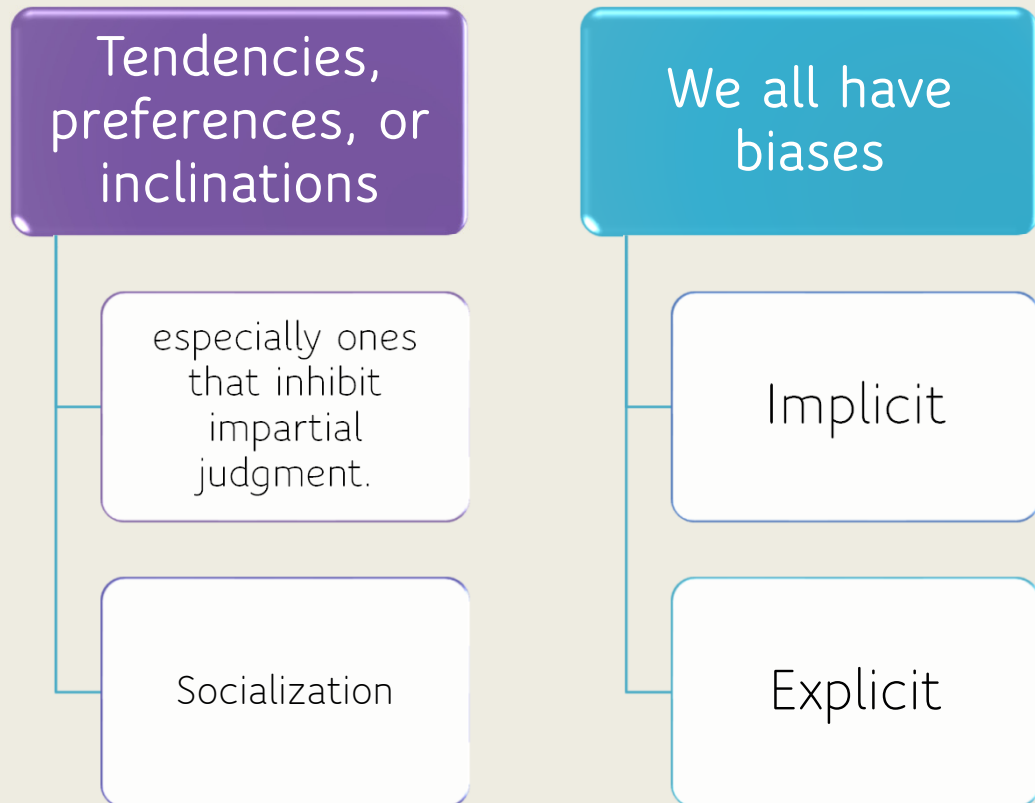
- Reflection Questions
- Implications, and impact for profession and society.

## Strategies

- Equity Literacy

# Bias

<https://howardjross.com/books/everyday-bias/>



# Bias

<https://howardjross.com/books/everyday-bias/>

<https://www.learntechlib.org/p/185062/>

<http://conference.novaresearch.com/srdh/presentations/dovidio.pdf>

## Implicit Bias

- Unconscious
- Spontaneous
- Habit from Direct & Vicarious Experiences
- Response Latency: IAT: <https://harvard.implicit.edu>
- Correlated with ambivalence, poorer prognoses, decreased pity, increased anger, an unwillingness to assist

## Explicit Bias

- Conscious
- Deliberative
- Social and Personal Values
- Self-Report
- Correlated with drawing of group boundaries, overt discrimination, hostility

# Explicit Bias

<http://conference.novaresearch.com/srdh/presentations/dovidio.pdf>

		Behavior	
		Deliberative	Spontaneous
Attitudes	Explicit	Reflective Monitorable Controllable Overt	
	Implicit		"Reflexive" Unaware Uncontrollable Subtle

# Explicit Bias

<https://perception.org/research/explicit-bias/>  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4031039/>  
<https://link.springer.com/article/10.1007/s10597-014-9796-6>  
<https://nccc.georgetown.edu/bias/module-4/1.php>  
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People are more likely to express explicit biases when they perceive an individual or group to be a threat to their well being.

- When people feel threatened, they are more likely to **draw group boundaries** to distinguish themselves from others.

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When people perceive their biases to be valid, they are more likely to justify unfair treatment or even violence.

- Research has shown that White people are more likely to express anti-Muslim prejudice when they perceive national security to be at risk and express more negative attitudes towards Asian Americans when they perceive an economic threat.
- This unfair treatment can have **long-term negative impacts** on its victims' physical and mental health.



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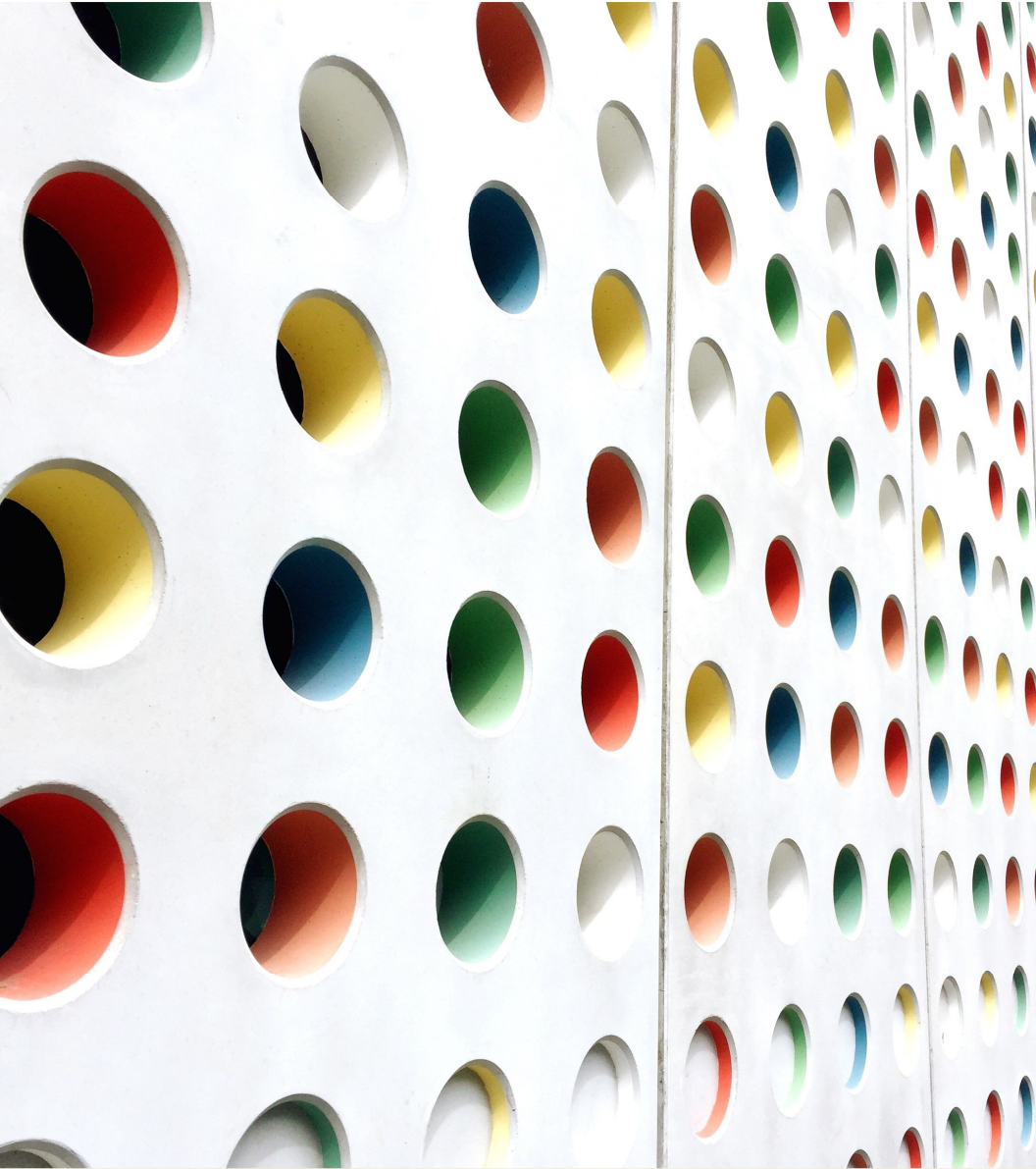
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Individuals who admit to conscious biases are very clear about their beliefs, feelings, and attitudes toward others.

- Their associated behaviors are intentional and often openly demonstrative of such sentiments.



# Explicit Bias

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REFLECTION AND CONTEXT

# Explicit Bias: Reflection Questions

<https://nccc.georgetown.edu/bias/module-4/1.php>

As you contemplate each question, consider factors such as:

Age?

Race?

Literacy?

Language?

Accent?

Faith?

Gender  
Identity?

Gender  
Expression?

Socioeconomic  
Status?

Sexuality?

Citizenship?

Body Size?

# Explicit Bias: Reflection Questions

<https://nccc.georgetown.edu/bias/module-4/1.php>

Do my explicit biases impact the amount of time I spend with patients?

# Explicit Bias: Reflection Questions

[https://nccc.georgetown.edu/bias/  
module-4/1.php](https://nccc.georgetown.edu/bias/module-4/1.php)

Do my explicit biases influence how I communicate with patients and their families?

# Explicit Bias: Reflection Questions

<https://nccc.georgetown.edu/bias/module-4/1.php>

Do my explicit biases hamper my capacity to feel and express empathy toward my patients?

# Explicit Bias: Reflection Questions

[https://nccc.georgetown.edu/bias/  
module-4/1.php](https://nccc.georgetown.edu/bias/module-4/1.php)

Do my explicit biases affect the types of treatment and medications I recommend?

# Explicit Bias: Reflection Questions

<https://nccc.georgetown.edu/bias/module-4/1.php>

Do my explicit biases interfere with my capacity to interact positively with my patients and their families?



# Explicit Bias: Reflection Questions

<https://nccc.georgetown.edu/bias/module-4/1.php>

Do you ever perceive that you are less comfortable with patients who you may know to be different due to:

Age?

Race?

Literacy?

Language?

Accent?

Faith?

Gender  
Identity?

Gender  
Expression?

Socioeconomic  
Status?

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Citizenship?

Body Size?

# Explicit Bias: Reflection Questions

<https://nccc.georgetown.edu/bias/module-4/1.php>

Do you know whether (or believe that) your colleagues and other staff with whom you routinely work think that your attitudes and behaviors demonstrate explicit bias?

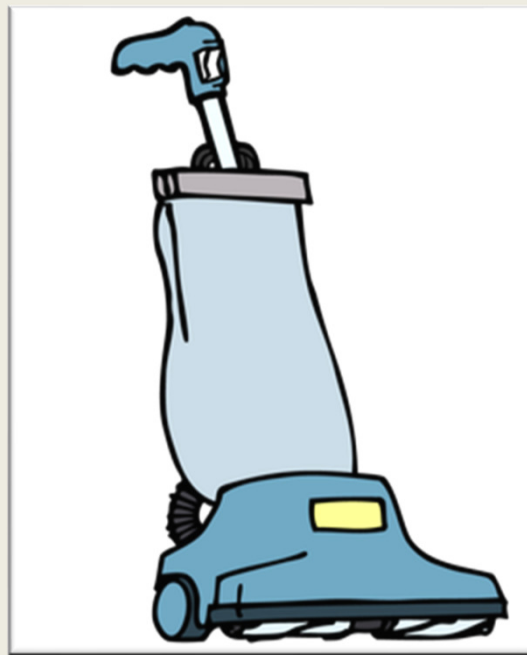
- If so, are you open to discussing these issues with them to elicit their point of view?

# Explicit Bias: Reflection Questions

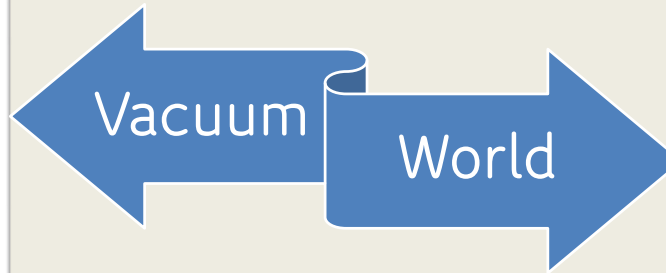
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Have patients or their families, directly or through satisfaction surveys, raised concern about your attitude or the way you communicate with them?

# Why Do These Questions Matter?



Context  
Matters



# Context

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Implicit for whom?

Explicit for whom?

Who or what do we believe?

Who or what do we deny?



# Increase in Hate Crimes Against Asian Americans

169% increase  
Over 2,800 Reported Incidents

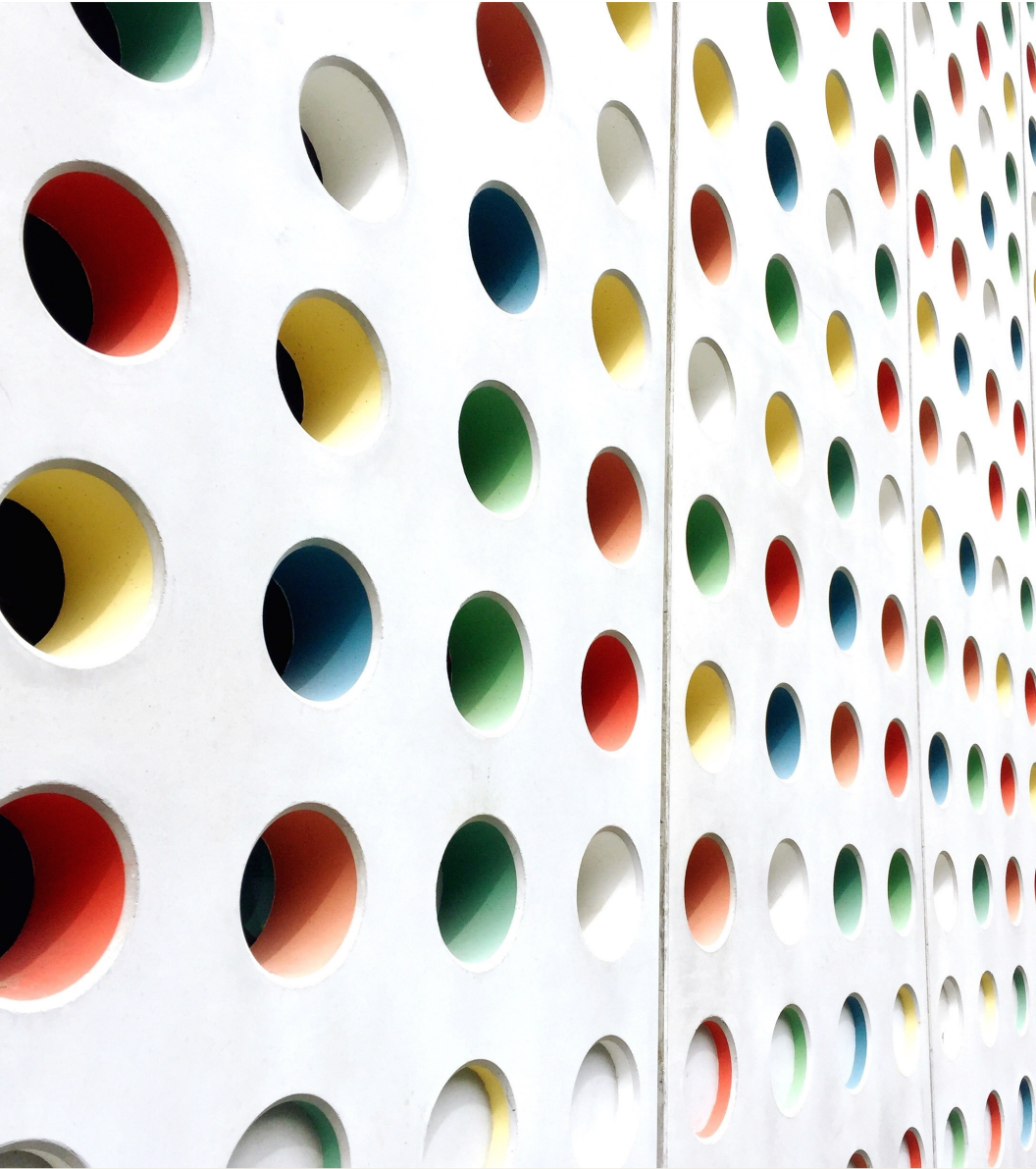
Verbal Harassment

Shunning

Physical Assault

Coughed or Spat On

Workplace Discrimination or Refusal of  
Service



# Explicit Bias

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STRATEGIES

# Explicit Bias

<https://perception.org/research/explicit-bias/>

Expressions of explicit of bias (discrimination, hate speech, etc.) occur as the result of **deliberate thought**. Thus, they can be **consciously regulated**.


People are more motivated to control their biases if there are **social norms** in place which dictate that prejudice is not **socially acceptable**.




# Explicit Bias

<https://perception.org/research/explicit-bias/>  
<https://www.pearson.com/us/higher-education/program/Banks-An-Introduction-to-Multicultural-Education-6th-Edition/PGM1794312.html>

**Socialization & Norms:** As we start forming our biases from birth, we must intentionally foster norms of inquiry, understanding, and respect at an early age, in our homes, schools, workplaces, and communities.



**Similarities & Differences:** Emphasizing a common group identity (such as “we are all Americans”) while embracing and respecting differences can, in tandem, help reduce intergroup tensions.



**Intergroup Contact in Context:** Also, when conducted under the right conditions, studies show intergroup contact between people of different identities can increase trust and reduce the anxiety that underlies bias.

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The impetus to question or challenge one's conscious biases may be impelled from an external source.

However, it will require internal motivation to confront explicit bias and the willingness to take deliberate actions to change.

Leveraging Implicit Bias: Accountability for "I had no idea what I was doing" (when they did)

# Equity Literacy

(adapted from Gorski, <https://www.equityliteracy.org/equity-literacy-definition>)



*Recognize* even the subtlest biases, inequities, and oppressive ideologies.



*Respond* to biases, inequities, and oppressive ideologies in the immediate term.



*Redress* biases, inequities, and oppressive ideologies in the long term by addressing their root causes.



*Actively cultivate* equitable, anti-oppressive ideologies and institutional cultures.



*Sustain* bias free, equitable, and anti-oppressive workplaces, communities, ideologies, and institutional cultures.

# Questions?

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Please be *explicit* with your responses...



# Thank You!

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