BREAKING THE UNINTENTIONAL BIAS HABIT

Max Gaston

Program Director of Diversity, Equity and Inclusion

Notre Dame Law School

Can you guess where in the Caribbean this is?

- Dominican Republic

- Jamaica

- Puerto Rico

- Haiti

- Trinidad and Tobago

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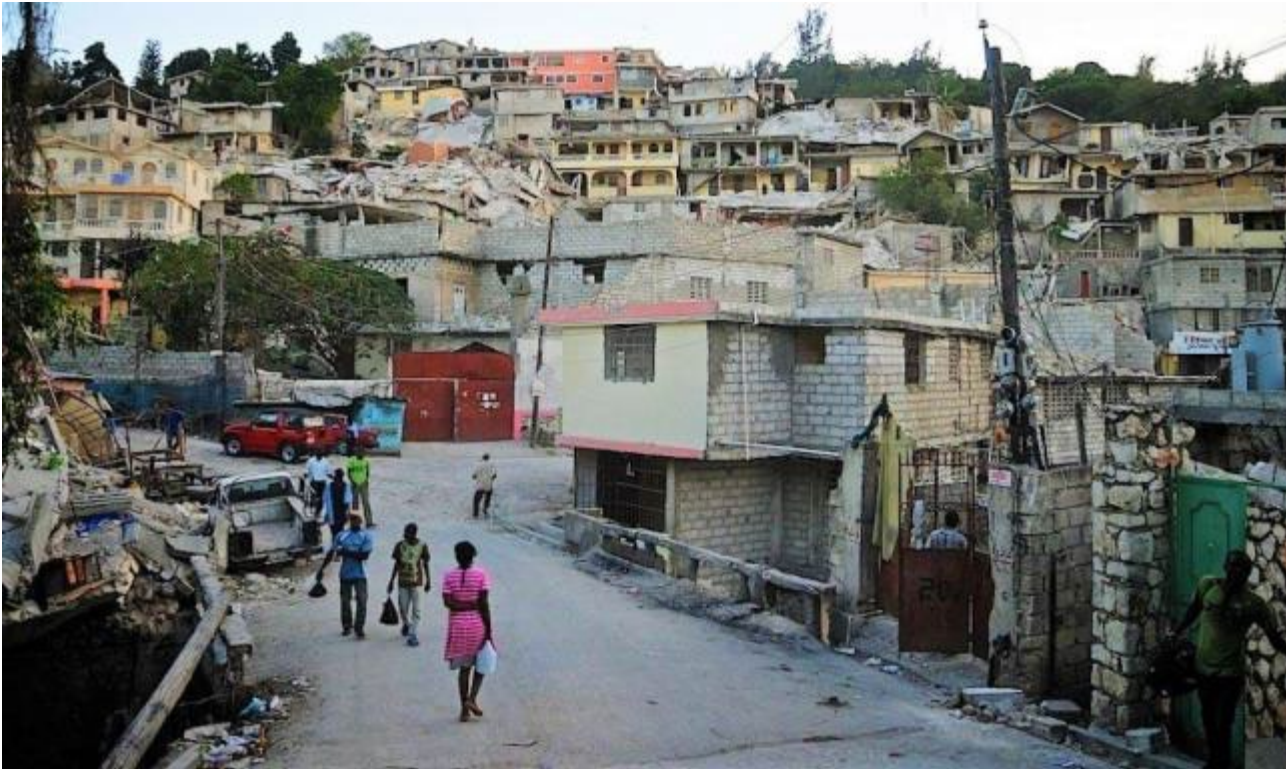# Can you guess where in the Caribbean this is?

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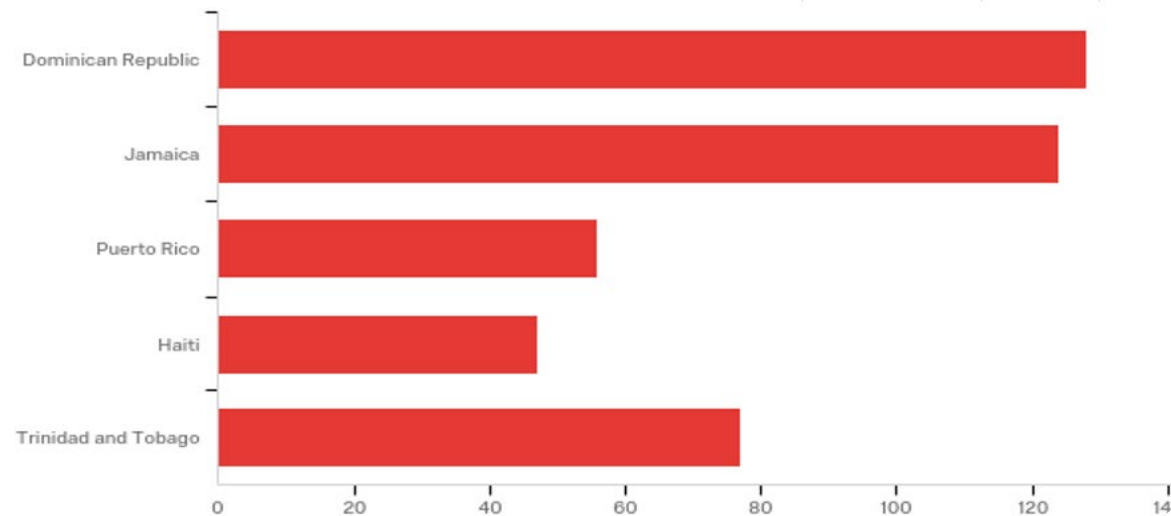- Puerto Rico
- Haiti
- Trinidad and Tobago

Thoughts?

Gender				
Male	**Female**	**Other**	**Prefer not to answer**	**Total**
129 (30%)	281 (65%)	6 (2%)	11 (3%)	**427 (100%)**

Age						
18–24	**25–34**	**35–44**	**45–54**	**55–64**	**Prefer not to answer**	**Total**
170 (40%)	202 (47%)	27 (7%)	13 (3%)	10 (2%)	5 (1%)	**427 (100%)**

Ethnicity							
Black/ African American	**Native American**	**Asian/ Pacific Islander**	**Hispanic / Latino**	**White**	**Other**	**Prefer not to answer**	**Total**
30 (7%)	2 (1%)	56 (13%)	21 (5%)	274 (64%)	29 (7%)	15 (3%)	**427 (100%)**

Amount of times participants have visited the Caribbean				
None	**1–5**	**6–10**	**11 or more**	**Total**
239 (56%)	159 (37%)	16 (4%)	13 (3%)	**427 (100%)**

Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	29.63%	127
2	Jamaica	28.70%	123
3	Puerto Rico	12.96%	55
4	**Haiti**	**10.88%**	**47**
5	Trinidad and Tobago	17.82%	75
	Total	100%	427

Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	19.91%	85
2	Jamaica	22.45%	96
3	Puerto Rico	16.44%	70
4	**Haiti**	**11.81%**	**50**
5	Trinidad and Tobago	29.40%	126
	Total	100%	427
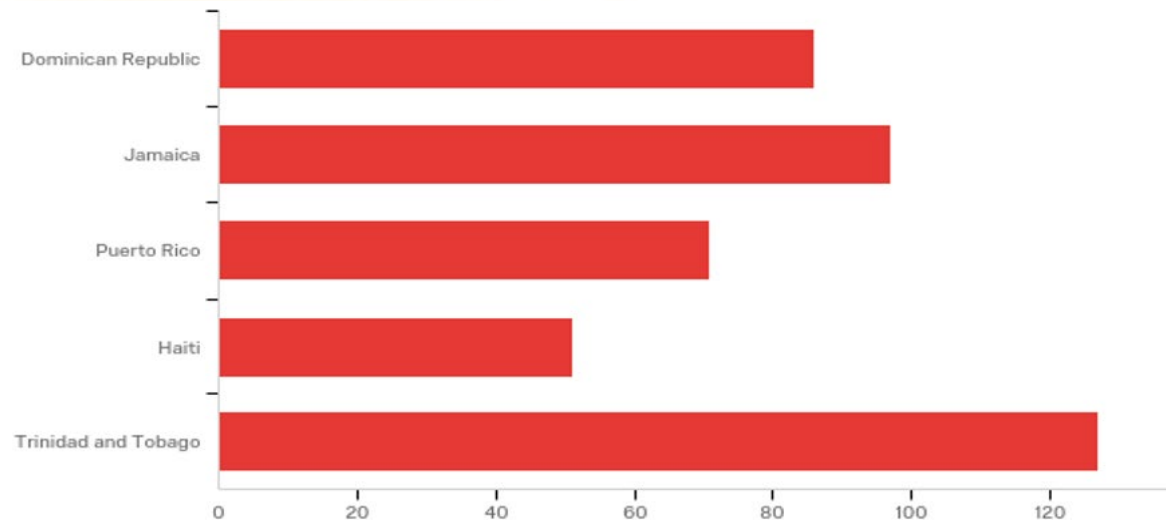
Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	12.73%	54
2	Jamaica	62.50%	269
3	Puerto Rico	10.65%	45
4	**Haiti**	**5.56%**	**24**
5	Trinidad and Tobago	8.56%	35
	Total	100%	427
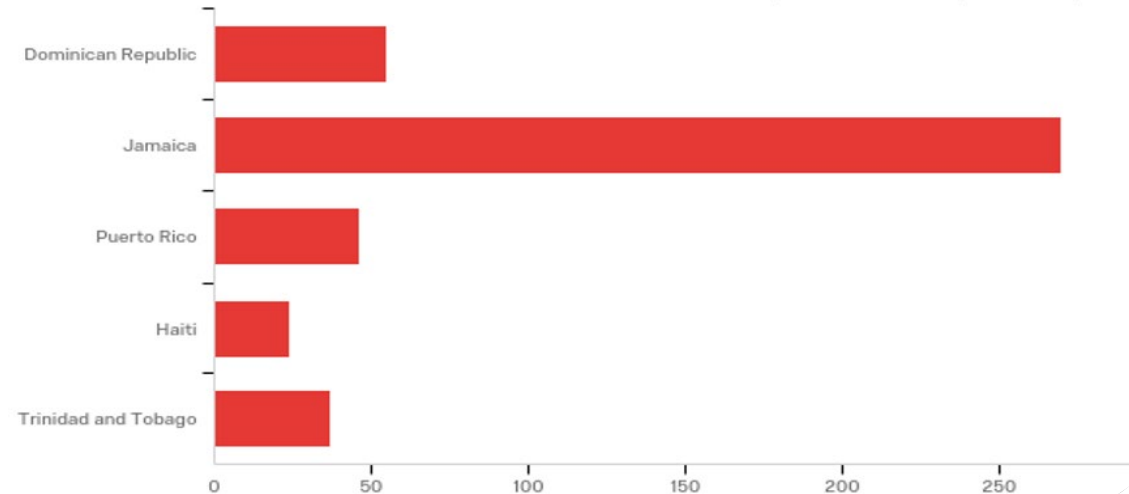
Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	34.11%	146
2	Jamaica	19.26%	82
3	Puerto Rico	20.19%	86
4	**Haiti**	**12.06%**	**52**
5	Trinidad and Tobago	14.39%	61
	Total	100%	427
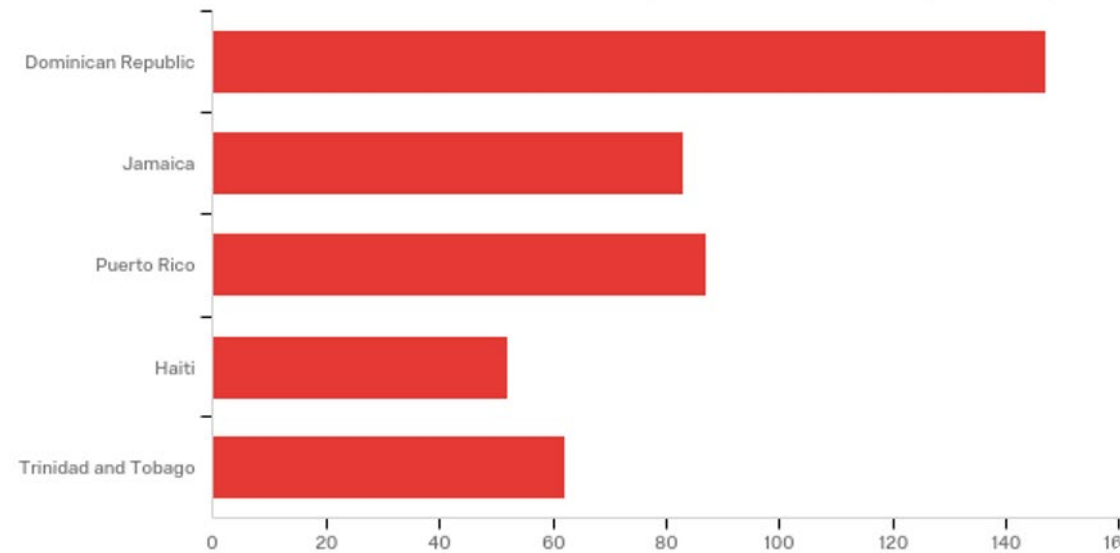
Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	19.95%	85
2	Jamaica	38.52%	165
3	Puerto Rico	16.94%	72
4	**Haiti**	**10.44%**	**45**
5	Trinidad and Tobago	14.15%	60
	Total	100%	427
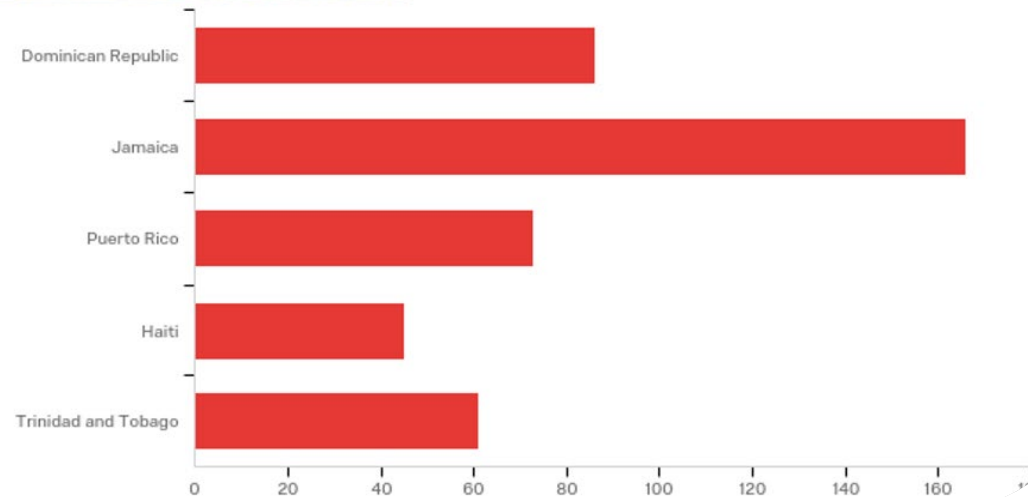
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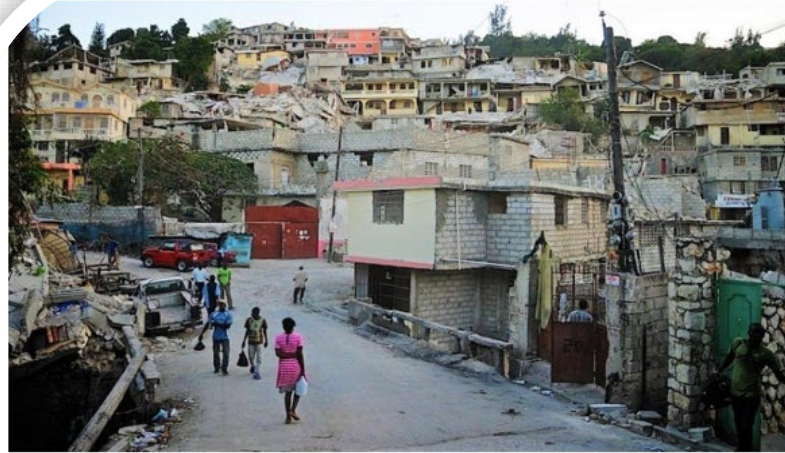
#	Answer	%	Count
1	Dominican Republic	10.88%	46
2	Jamaica	9.26%	39
3	Puerto Rico	6.71%	28
4	**Haiti**	**62.73%**	**270**
5	Trinidad and Tobago	10.42%	44
	Total	100%	427
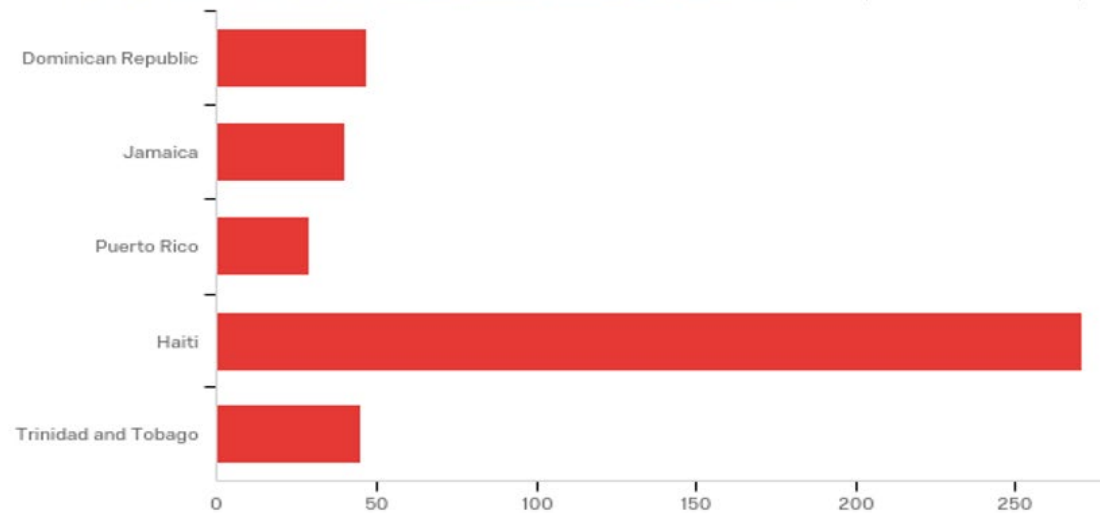
Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	8.37%	35
2	Jamaica	7.21%	31
3	Puerto Rico	4.19%	18
4	**Haiti**	**63.72%**	**273**
5	Trinidad and Tobago	16.51%	70
	Total	100%	427
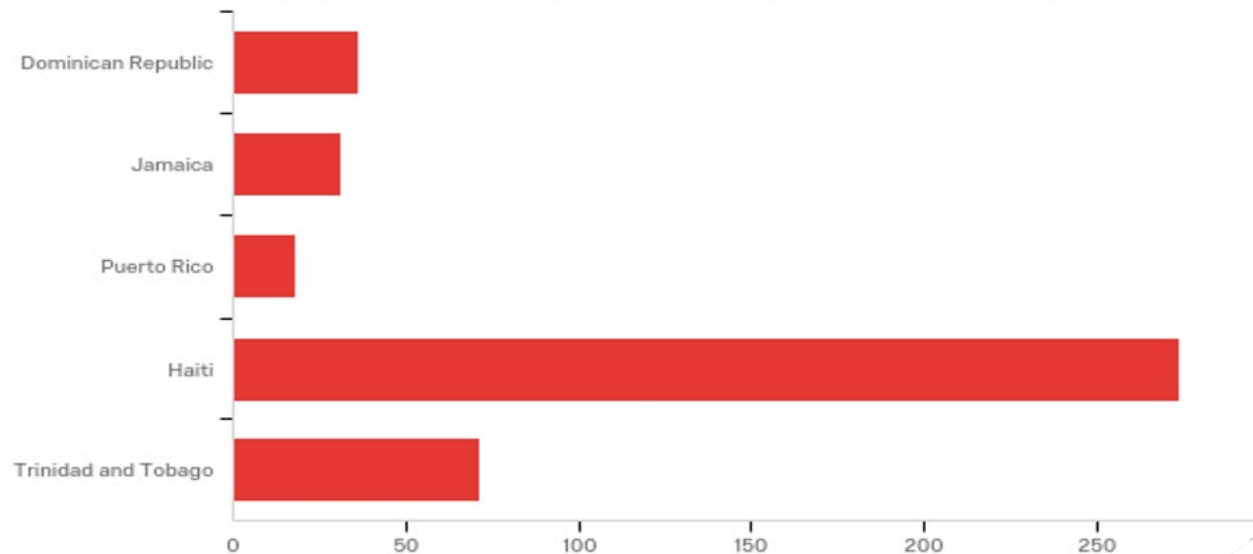
Can you guess where in the Caribbean this is?

#	Answer	%	Count
1	Dominican Republic	13.23%	56
2	Jamaica	22.51%	96
3	Puerto Rico	6.50%	28
4	**Haiti**	**33.18%**	**142**
5	Trinidad and Tobago	24.59%	105
	Total	100%	427
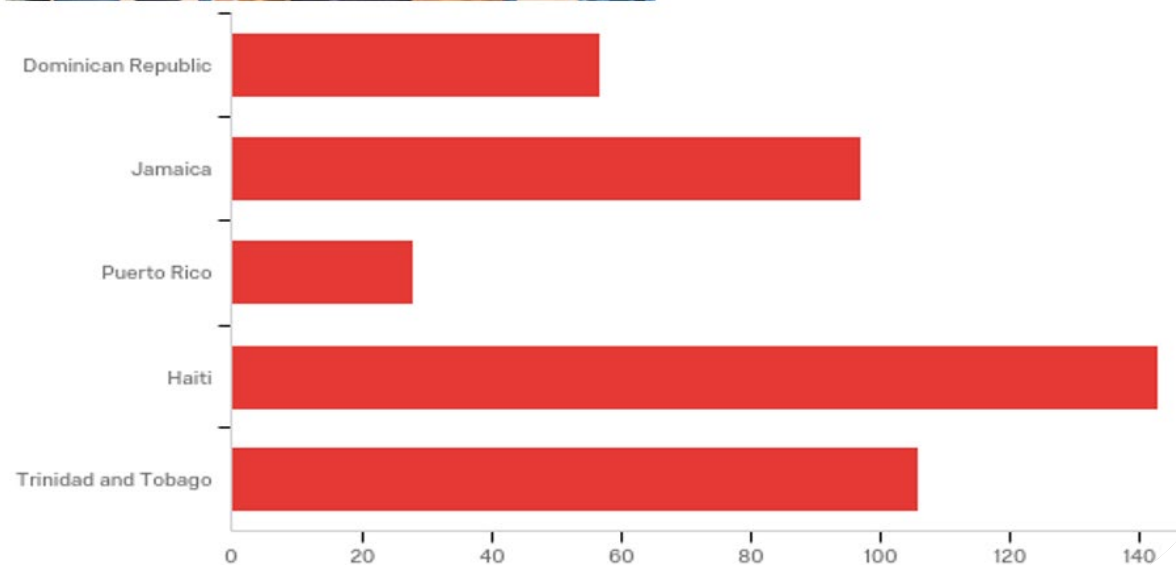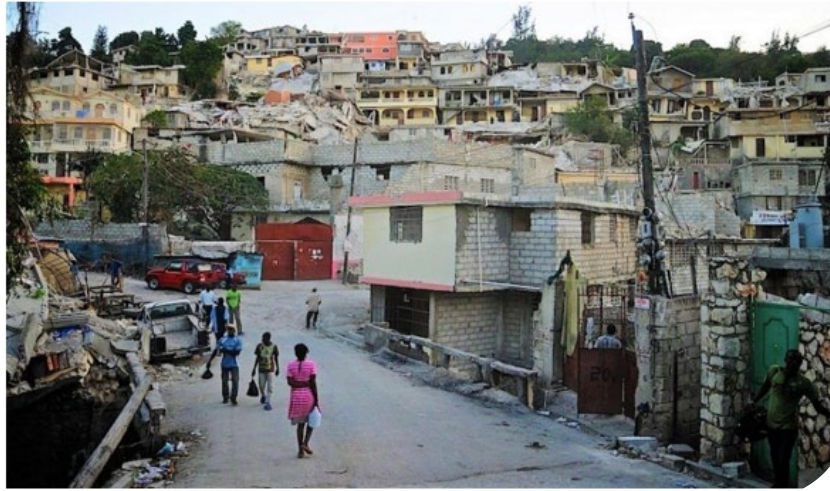
Why did I conduct this survey?

1. **To better understand what people think about Haiti**

   "Why are we having all these people from shithole countries come here? . . . Why do we need more Haitians? . . . Take them out" Dawsey, 2018.

2. **To make sense of the unintentional bias paradox**

   Stereotypes that influence our judgements persist even among those who renounce prejudice.

The Science of Unconscious Bias

- **System 1 Thinking: Our brains' fast, automatic, unconscious, and emotional response to situations and stimuli**. This can be in the form of absentmindedly reading text on a billboard, knowing how to tie your shoelaces without a second thought, or instinctively hopping over a puddle on the sidewalk.

Unconscious

- **System 2 Thinking: The slow, effortful, and logical mode in which our brains operate when solving more complicated problems**. For example, System 2 thinking is used when looking for a friend in a crowd, parking your vehicle in a tight space, or determining the quality-to-value ratio of your take-out lunch.

Conscious

Where does unintentional bias come from?

- Stereotypes are pervasive reinforced messages built into society

- They are our default way of thinking about groups

- Stereotypes set our expectations of people and influence our judgements without us noticing

- Media characterizations perpetuate stereotypes

- Children as young as 3 years-old can articulate stereotypes!

Cox & Devine, 2019.

Unintentional bias can cause harm

- The stereotype that a man wearing a beret is French may not cause systemic harm

- But what about stereotypes about:
  - Countries?
  - Races?
  - Genders?
  - Religions?

- The harm caused by unintentional bias habits is why we need to disrupt them
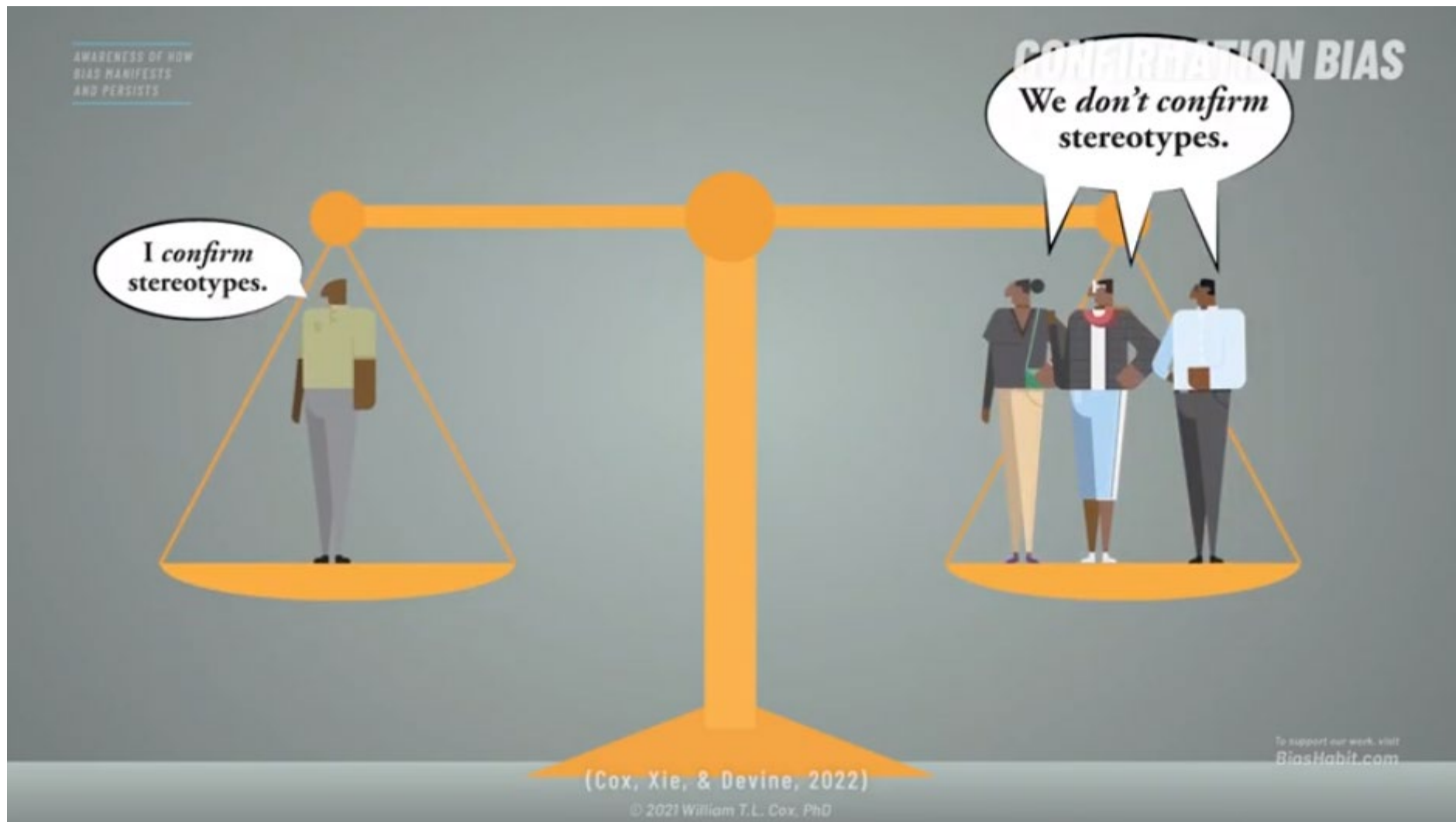
What do you need to break the bias habit?

- Bias is a habit that can be broken with:
  - **Motivation** to eliminate bias
  - **Awareness** of when bias manifests so you can disrupt it
  - **Tools** that effectively disrupt and reduce bias
  - **Effort** over time to disrupt well learned habits

Goals for Today

- Understand where unintentional bias comes from

- Learn some tools to overcome unintentional bias

Practice 1: Stereotype Replacement

Detect, Reflect, Reject

- Detect the influence of stereotypes and biases

- Reflect on the source of the stereotype and its effect on people

- Reject the stereotypical portrayal or thought and replace it with a non-stereotypical one more reflective of your values

- **Broaden your input**: Finding replacements for stereotypes can be hard given the pervasiveness of stereotypes in media and culture.

- Expanding interactions with members of stereotyped groups overtime will make stereotypical notions less prominent in your brain.

- **Broadening the media you consume** to include content created by people with different backgrounds can also help build new mental connections to dilute stereotypes

Cox & Devine, 2019.

Practice 2: Perspective Taking

"[P]erspective taking reduces prejudice and unconscious bias by requiring individuals to think about what it would be like to be a member of a different group." Lindsey et al. 2014.

- Imagine what it would it be like to:

  - Have your competency in STEM challenged not b/c of your intelligence but b/c of your gender

  - Be assumed you're less intelligent or capable because of your race

  - Be thought of as a terrorist in the TSA line not b/c of anything you were doing but because you wear a hijab
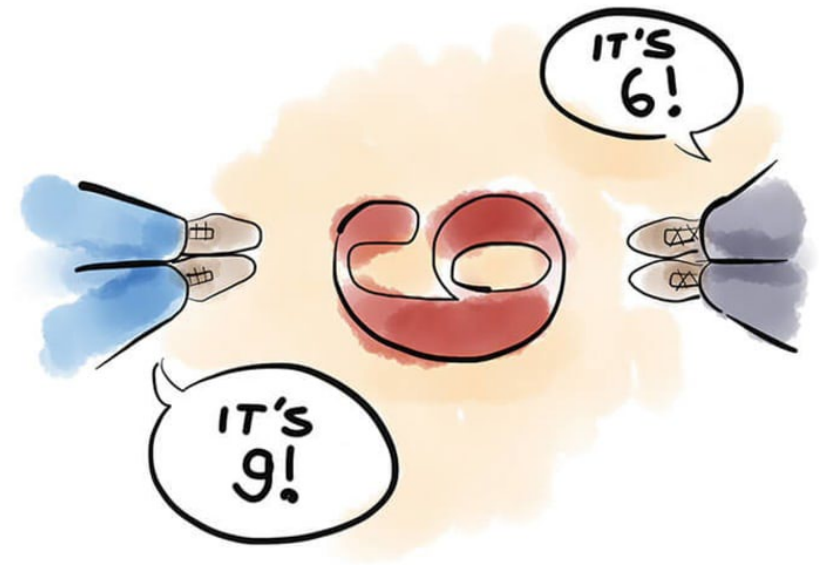
Practice 3: Empathy

- Perspective-taking is the cognitive skill of understanding the views of how another person might *think* about an issue. **Empathy involves understanding how another person *feels* about an issue**.

- Developing our empathy and perspective-taking skills can increase trust, which helps us be more open to hearing and understanding other people's perspectives.
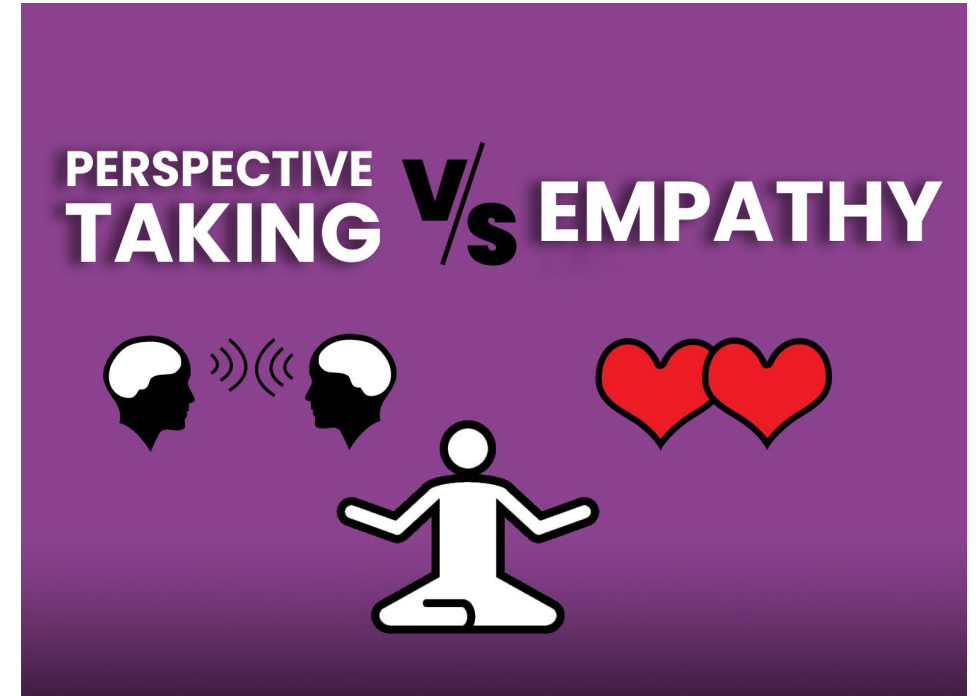
Practice 4: Speak Up!

- **Speak up when bias occurs**: if you see something that reflects bias or you slip up and express bias, point that out in a non antagonistic way

- Feedback is often better received from someone not from the group that was attacked. Thus, allies have a special power to speak up and be taken seriously

Cox & Devine, 2019.

Recap

- Practice perspective taking and empathy

- Replace stereotypes with non-stereotypical thoughts

- Broaden your input to include people from different backgrounds and media created by people from different backgrounds

- Speak up when bias occurs

Questions?