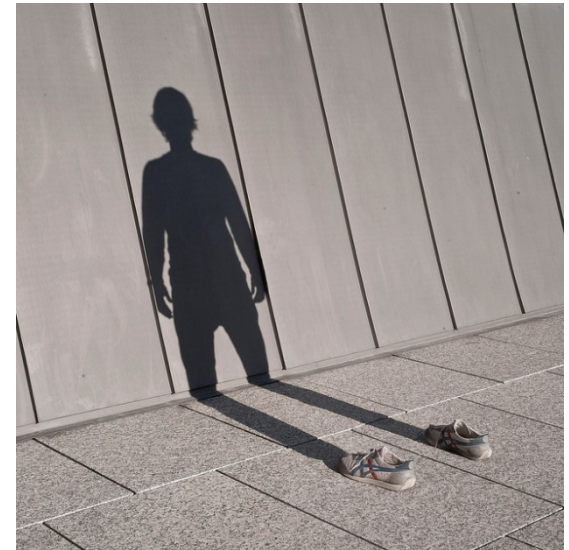




Helping People Work Better Together

Identity, Implicit Bias and the Neutral

*A Presentation of
Dianne Lipsey & Rick Buccheri
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Three Stories

- African American students suspended and expelled at rates that was three times higher than the rate for white students -- *Discrimination or Implicit Bias?*
- Physicians with stronger anti-black attitudes and stereotypes had differential behaviors when treating African American and White patients – *Implicit Bias impacts Behaviors?*
- Asian American couple disadvantaged in commercial mediation -- *Implicit Bias influences Mediator Micro-behaviors and Technique?*

Implicit Bias



- **The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner**
- **Activated involuntarily, without awareness or intentional control**

Everyone is susceptible

Kirwan Institute for the Study of Race and Ethnicity

Filters, Bias and Behaviors

Our brains are constantly processing and filtering information so we can quickly make decisions

Ladder of Inference

Bias in favor of one thing compared with another

- judgements
- tendencies
- inclinations
- preferences
- opinions
- feelings toward something compared to something else.



Behavioral context – ways we make decisions and actions we take every day in favor of one and to the detriment of others

Types of Bias in Mediation

Confirmation Bias: Selecting data that confirms what we already believe to be true

False Consensus Bias: Assuming others share our preferences and values

In-Group Bias: Favoring or overestimating the value of members of our own group

Question:

How does bias affect our role as a neutral and the outcome of the mediation?

What the Research Tells Us

School Discipline -- *Discrimination or Implicit Bias?*

- Unknown: Rationales built of assumptions and subjective application of discipline
- Unknown: How might teachers' behaviors toward the students affect their behaviors
- New Question: If Principals exercise discipline without questioning assumptions, especially in face of statistic – Is this still Implicit
- Take-away: Implicit Bias is not a justification. Research shows we can and should apply ourselves to change

What the Research Tells Us

Physicians -- *Implicit Bias impacts Behaviors?*

- Implicit bias predicts individually discriminatory behaviors
- Implicit measures of bias have relatively greater predictive validity than explicit measures in situations that are socially sensitive
- Implicit measures are relatively better predictors of spontaneous behaviors -- eye contact, seating distance, and other such actions that communicate social warmth or discomfort

What the Research Tells Us Conclusion

Asian American Couple -- Implicit Bias influences Mediator Micro-behaviors and Technique?

- *A person may have a view of herself as egalitarian but find herself unable to control prejudicial thoughts*
- *Asian American stereotypes may have been automatically activated when the mediators met the homeowners*
- *In-group bias occurs automatically or unconsciously under minimal conditions*
- *Mediators' actions -- judgments, strategic choices, and interactions have an undeniable impact on the mediation substance and the results*

What the Research Tells Us

- All people hold unconscious, implicit assumptions that influence their judgments and perceptions of others.
- Implicit bias come from expectations or assumptions about characteristics dictated by stereotypes, based on a person's race, gender, age, ethnicity or other quality.
- People who intend to be fair, and believe they are (LOW PREJUDICE) -- apply biases unintentionally.
- Some behaviors resulting from implicit bias manifest in actions -- others in the absence of action.

Testing Assumptions

- Good people are not biased, bad people are biased. (i.e. I'm a good person and do not have bias.)
- I know what my unconscious biases were, and I got rid of them.
- Everyone is biased, so we don't need to pay attention to it.
- If my bias is unconscious, there is nothing I can do about it.

Impact of Perceived Bias on the Parties



Parties feel disrespected and unsupported

Dynamics in the room might be same dynamics that are fueling the conflict

Parties are suspicious of mediator's intent, and distrustful of the process

Undermine good faith and commitment to agreed upon solutions

If my bias is unconscious, there is nothing I can do about it -- *Yes you Can!*

- Familiar situations use familiar pathways.
 - Our brains choose the most energy-efficient path
 - As we experience something familiar, the old pathway is deepened and widened, making it more easy for our brains to find that pathway when we experience something similar.
- New experiences create new pathways

*David Stone,
NeuroLeadership Institute, 2016*



Project Implicit

- A non-profit organization and international collaboration between researchers
- Goal: collect data, study and educate the public about hidden biases
- Implicit Association Test:
 - *Measures the strength of associations between concepts (e.g., black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy)*
 - *Five part test: Score is based on how long it takes, on average, to sort the words(make associations) in the third part of the IAT versus the fifth part of the IAT*

Mitigating the Effects of Bias in our Practice

- Accept that we all have biases
- Learn to recognize your own biases
 - Identify what they are and when you are likely to be affected by them
 - Understand how we and others benefit from our biases, or are harmed by our biases
- Dismantle your biases -- Find examples that disconfirm your biases
- Check your biases in different circumstances
- Recognize – existence of Implicit Bias does not justify explicit behavior

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Websites: www.projectImplicit.net or www.implicit.harvard.edu
www.neuroleadership.com