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If you are interested in Dr. Marks and the NTIRE team providing implicit bias training for your agency, please send an email to bryant.marks@ntire.training.

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The National Training Institute on Race and Equity



*The Hidden Biases of Good People:
Implications for Criminal Justice
Personnel and The Communities
They Serve*

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AND

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National Training Institute on Race & Equity (NTIRE)



The National Training Institute on Race and Equity

- A matter of perspective...

- (optical illusion: face looking ahead and to the side simultaneously)



HARVARD UNIVERSITY



MY BROTHER'S KEEPER ALLIANCE



PRINCETON UNIVERSITY

LUCAS MUSEUM

Gates Millennium Scholars



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THE J. PAUL GETTY MUSEUM

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- Remember for later...



A little about Dr. Marks

- Born in the Bronx raised in Queens (Mets fan)
- Dad was a Mississippi cotton-picking champ & preacher; Mom was born and raised in Harlem and nurse
- B.A. in psychology, minor in economics from Morehouse College
- Had a barber shop in my fresh/soph dorm room
- M.A. & Ph.D. in social psychology, Univ. of Michigan (Brady/Woodson)
- Diversity/implicit bias research and training for 22 yrs
- 2 appts the Obama Admin: DOJ, DOE, the White House
- IB training to over 2,400 police chiefs/command staff, 2,000 departments, over 25K officers trained between 2017-2018, including entire LA PD
- 3 of the 6 cars I've owned were made by Hyundai
- Huge Shark Tank fan
- Allergic to watermelon
- Was an MC/rapper (was in the studio with Jay Z when we were teenagers); party hyper, spoken word artist, teacher, preacher, and trainer

Implicit Bias: Questions of the Day

1. What is implicit bias?
2. What does implicit bias look like in the real world?
3. Why does implicit bias exist?
4. How is implicit bias measured?
5. How does implicit bias affect the target of bias?
6. How can implicit bias be reduced at the individual level?
7. How can we reduce the impact of implicit bias on outcomes in the criminal justice system?



Who/what is better?



Beyonce or Alicia Keys



Beatles or Rolling Stones

The Accident



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We all have biases...

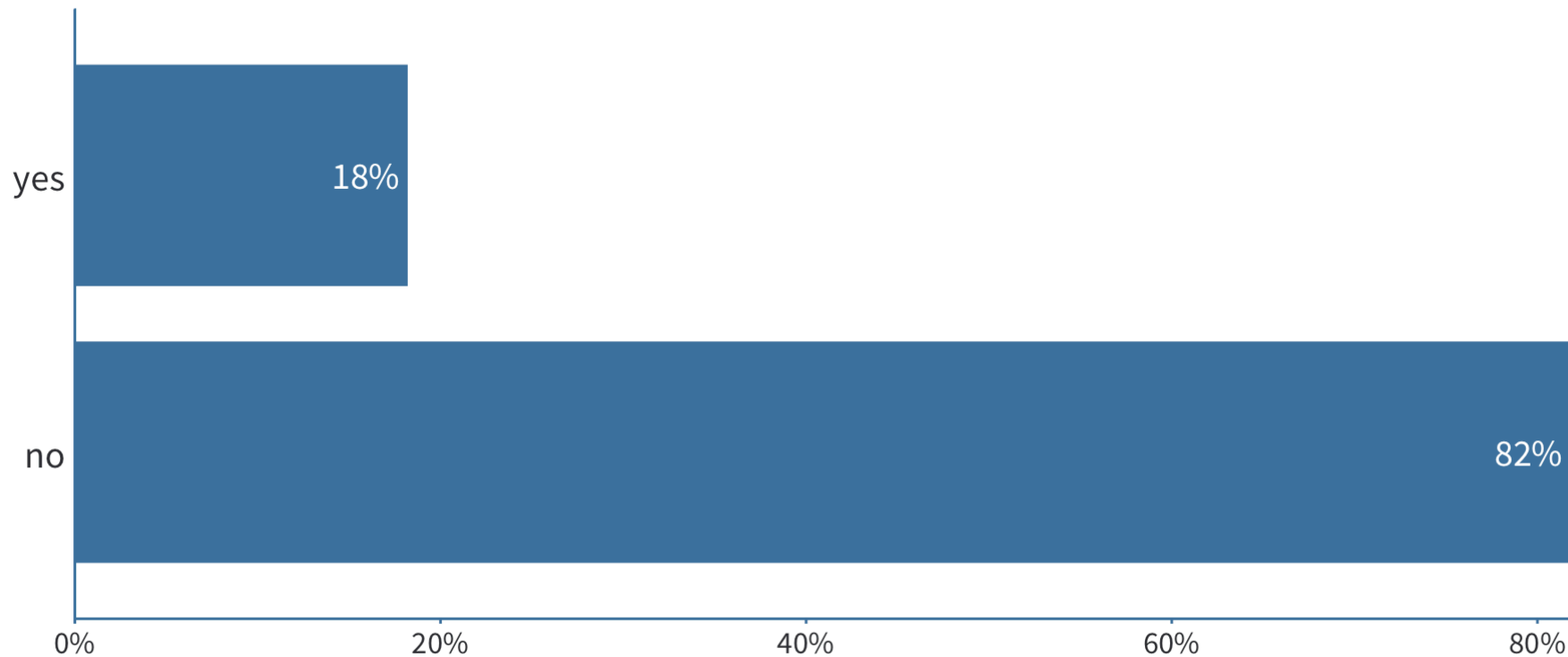
...but the impact of our biases on others depends on the roles we play in society (special roles...)

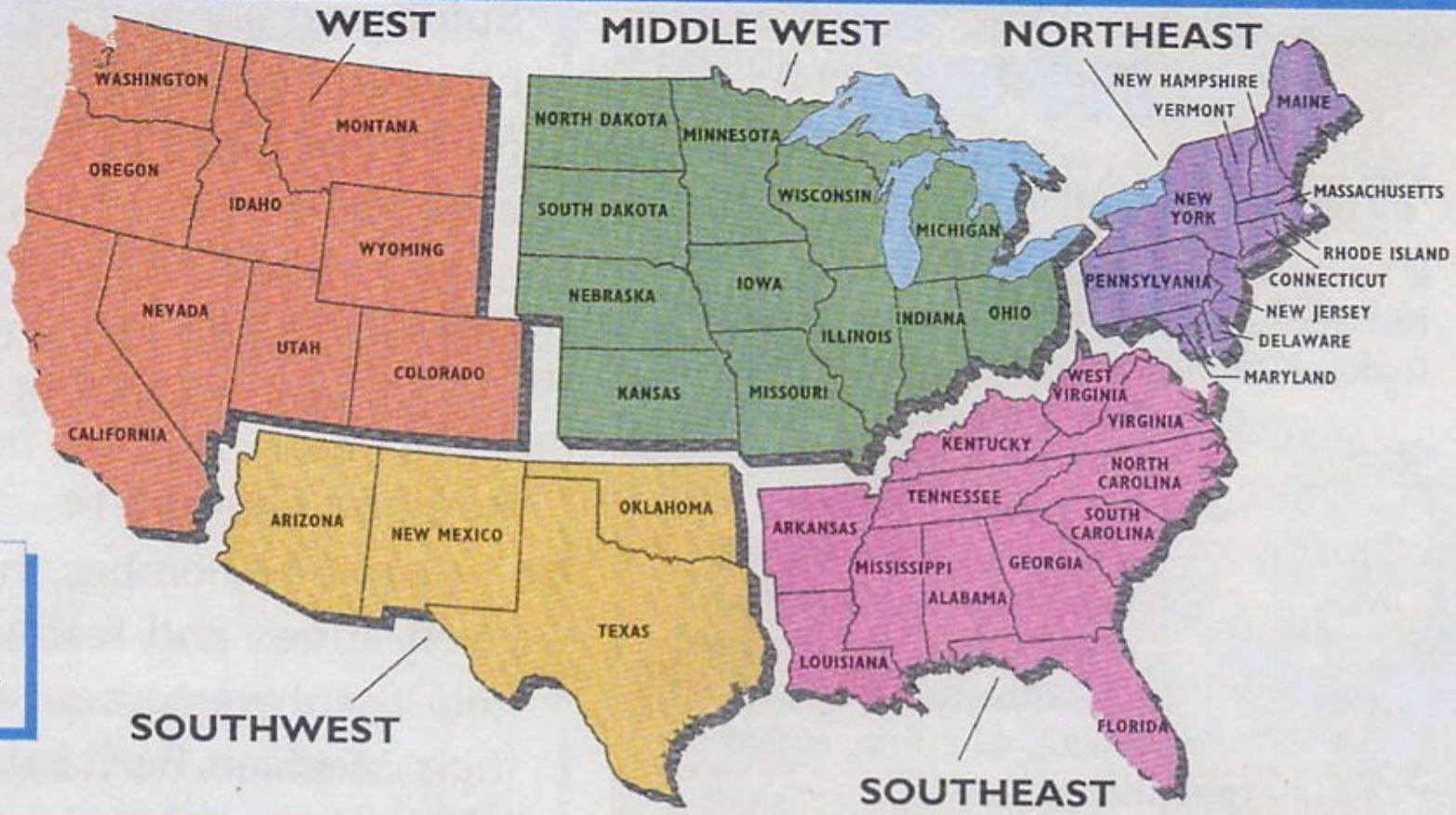
Please take out your cellphones

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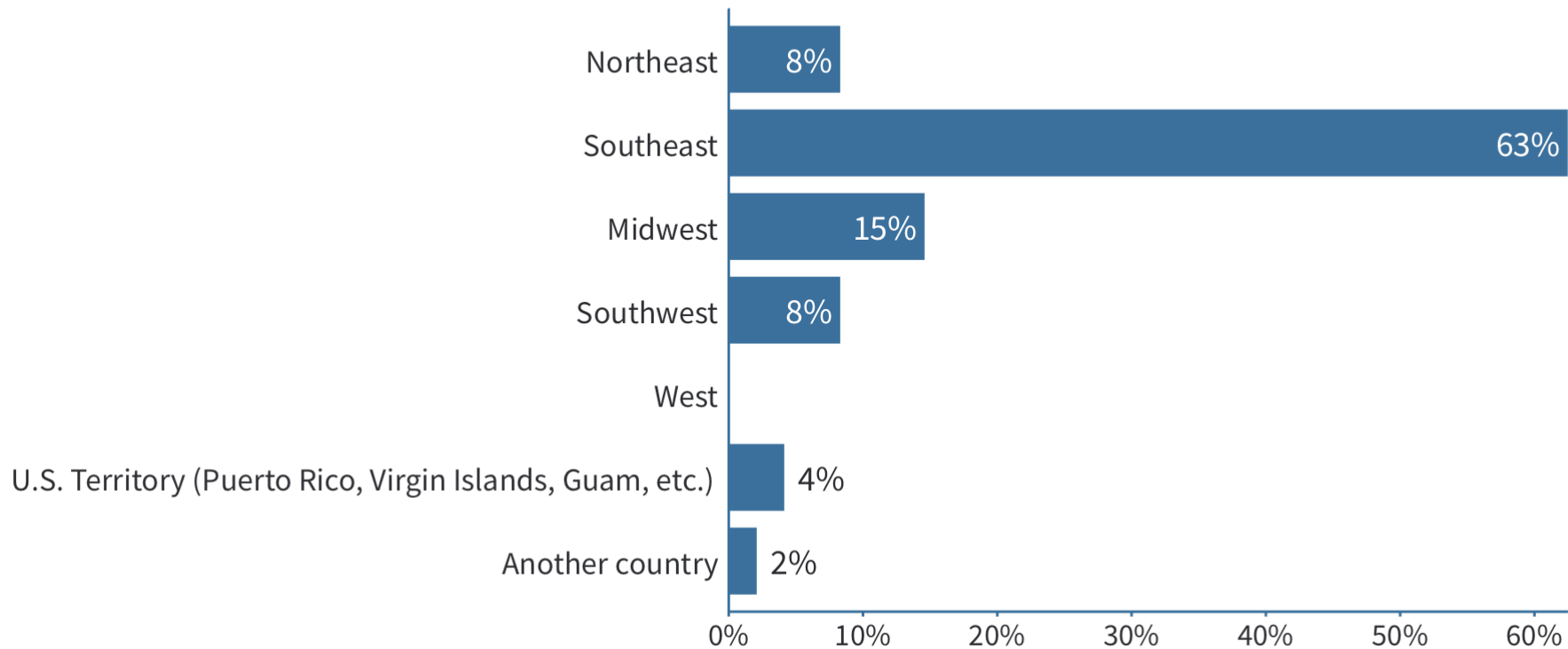
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Have you participated in implicit bias training in the past two years that lasted one hour or longer?

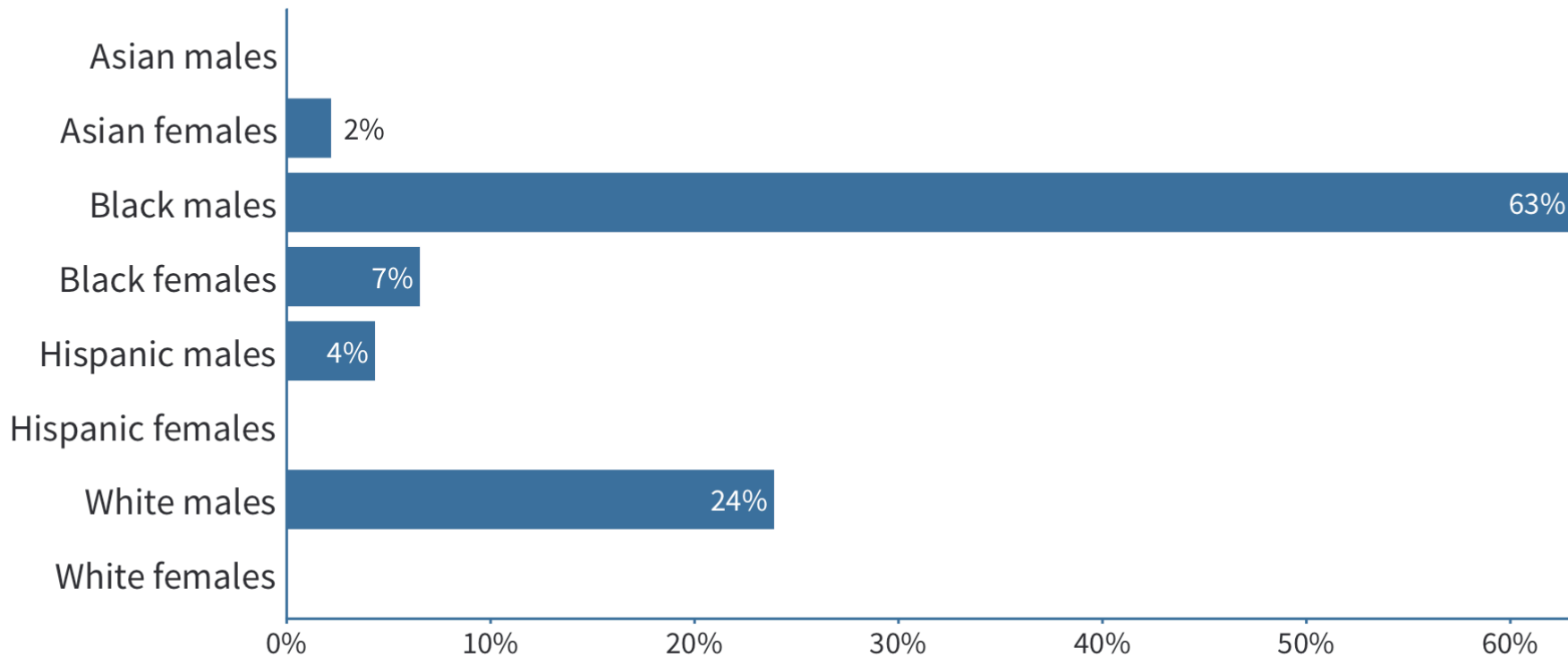




For the most part, I grew up in... (birth to 18yrs old)



Who is most likely to commit a crime in your jurisdiction?



Respond at PollEv.com/inclusion

Text **INCLUSION** to **37607** once to join, then text your message

Why do you think that the group you just selected engage in criminal activity? (phrases; 2X)

“Years of systemic racism resulting in inequality in wealth, schools, and policing/juvenile justice”

2019-09-24T14:48:36-04:00

“Who the person hang around more has the most influence on them and feeling like they are a part of something.”

2019-09-24T14:48:36-04:00

“No base to go too.”

2019-09-24T14:48:50-04:00

“Environment-lack of Jobs-weapons of war-drugs(crack)”

2019-09-24T14:48:51-04:00

“Not having money and not having both parents in the home”

2019-09-24T14:49:00-04:00

“They feel they are privileged”

2019-09-24T14:49:03-04:00

“Their economical, area they live in, peers, fitting and the family raising”

2019-09-24T14:49:09-04:00

“They are raised in poverty with no resources”

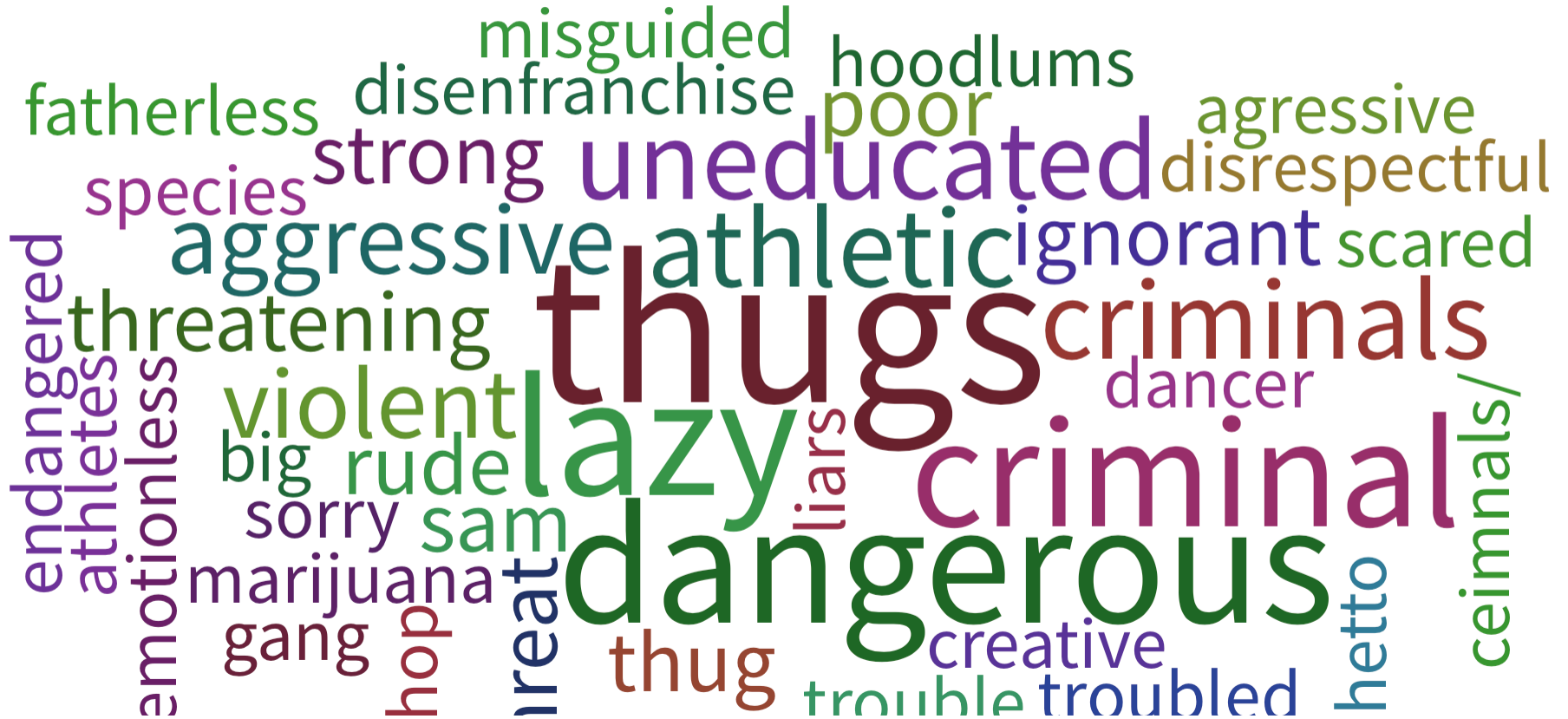
5 days ago

Total Results: 50

The Person
AND
The Situation

What is
implicit
bias?

When Americans think of young Black males, what words/phrases come to mind? (2x)



Key Terms

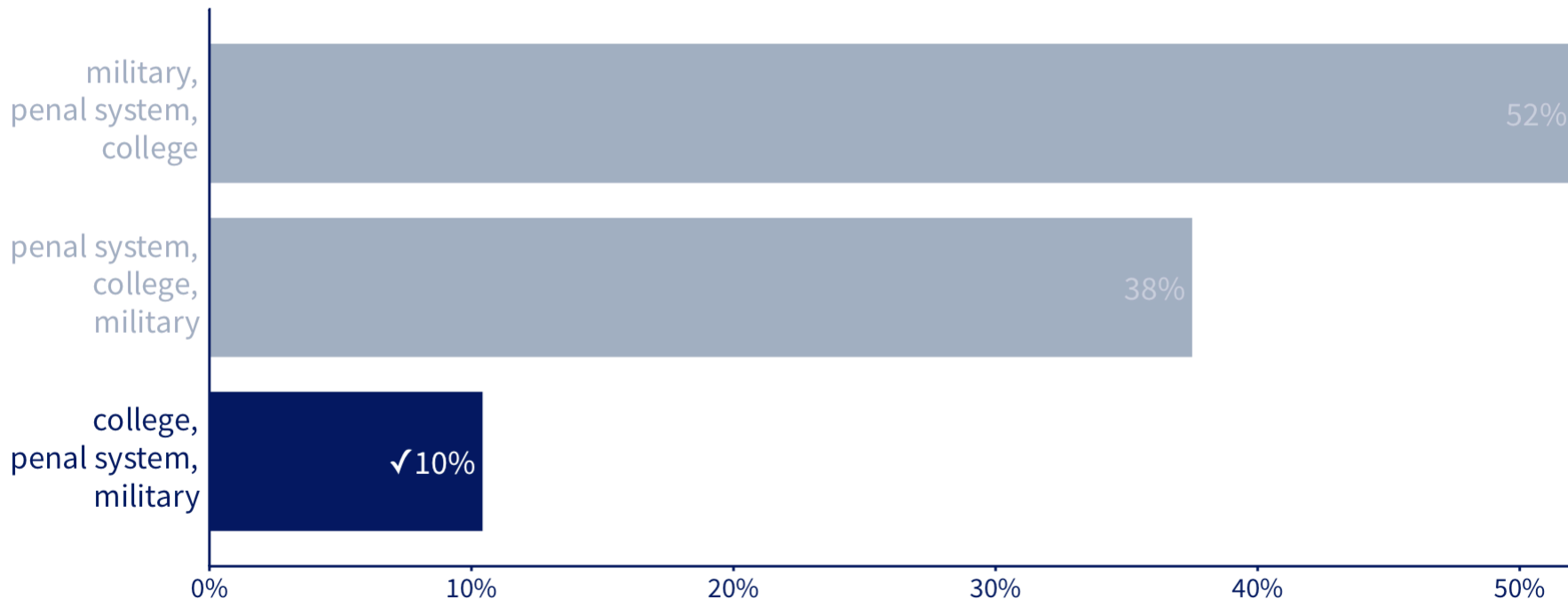
Stereotypes: a generalization about a group in which identical characteristics are assigned to all members of the group, regardless of actual variation among the members (e.g., gender, elderly, professors)

- Stereotypes: Beliefs that associate groups with traits
 - New York City People = Rude

Key Terms

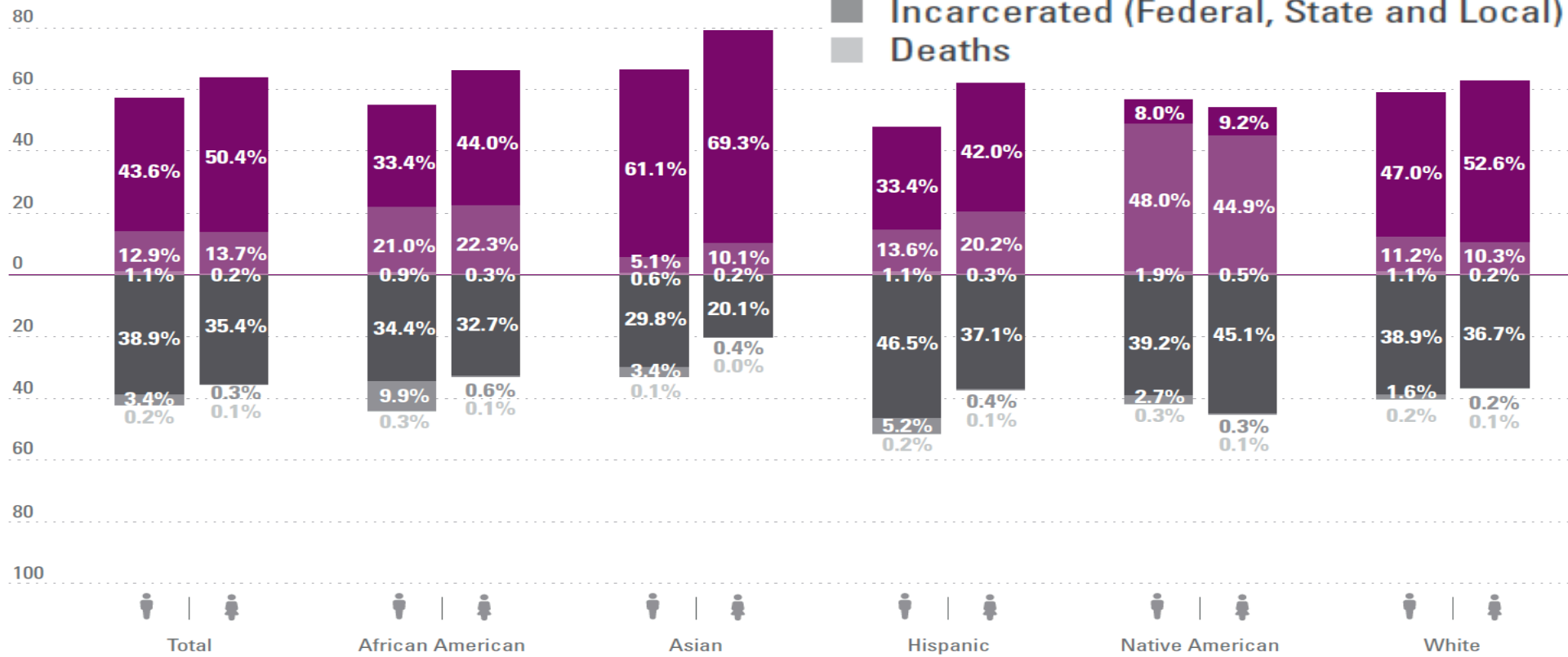
- **Stereotypes:** *Beliefs* that associate groups with traits
 - **Kernel of truth:** it is sometimes the case that a group of people possess a characteristic or trait to a greater extent than other groups, but it doesn't mean that every member of the group will possess the trait.
 - Just because something is true of some of the group, doesn't mean it's true of all of the group
 - Example: young Hispanic males

Which of the following describe the number of 15-24 year old Hispanic American male high school graduates, from highest to lowest?



Post-Secondary Pathways for HS Graduates, Ages 15 to 24

- Enrolled in Postsecondary Education
- Employed
- Military
- Not Employed
- Incarcerated (Federal, State and Local)
- Deaths



Sources: Dept of Justice; Dept of Education

Stereotypes: Your Turn

- Think of a stereotype about politicians
- Form a group with 1-2 other people
- Share the stereotypes you just thought about
- Select one stereotype and **agree** on a rough percentage of people in each of the following groups to whom it actually applies (you should end up with 3 percentages; they do not have to add up to 100)
 - politicians
 - CEOs
 - police chiefs

Social Tactic #1: Do not argue personal experience; ask questions to reveal the kernel of truth

Social Tactic #2: Introduce a similar other

Prejudice

Prejudice: a *positive or negative* attitude, judgment, or **feeling** about a person that is generalized from attitudes or beliefs (stereotypes) held about the group to which the person belongs; a prejudgment that involves liking or disliking (e.g., registered sex offender)

Discrimination

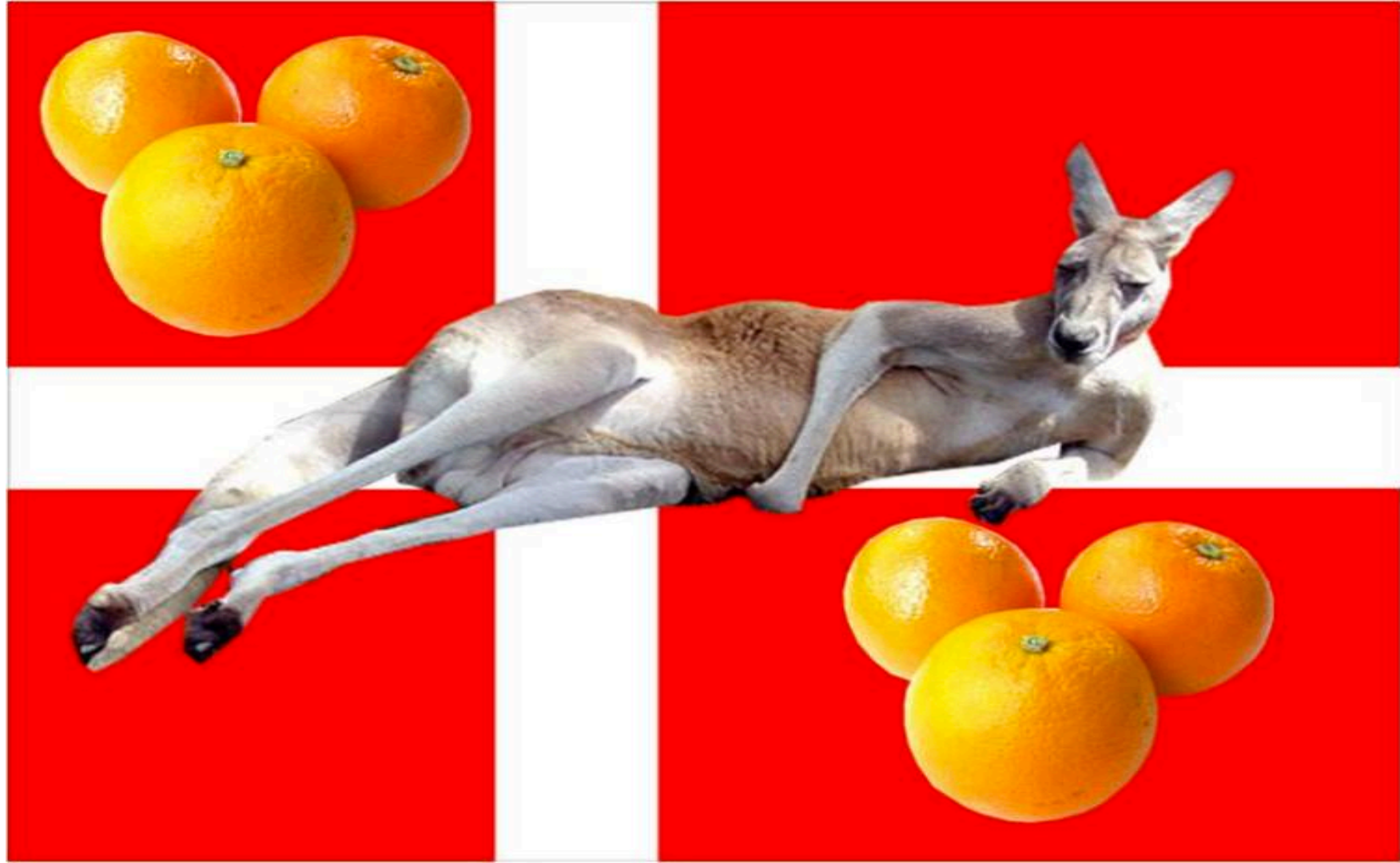
Discrimination: negative or positive behavior toward someone based on positive or negative attitudes one holds toward the group to which that person belongs; it's the behavioral manifestation of prejudice (e.g., job opportunities; legislation; interest rates) .

Implicit Bias Defined

- **Implicit Bias**: mental associations of certain groups with specific traits (e.g. stereotypes) below conscious awareness, which are often followed by subconscious prejudice (dis/liking) and/or discrimination (behavior) in a manner that typically benefits oneself or one's group and/or disadvantages out-groups; tends to involve a limited or inaccurate perception of others

Let's take a trip

- Pick a number between 1 and 5
- Multiply your number by 9
- If your new number is two digits, add them together; if one just use that number
- Subtract 5
- Convert number to letter: 1=A, 2=B, 3=C...
- Pick a country that begins with that letter
- Take the last letter of that country and think of an animal that begins with that letter
- Using the last letter of the animal you just chose, think of a color that begins with that letter .



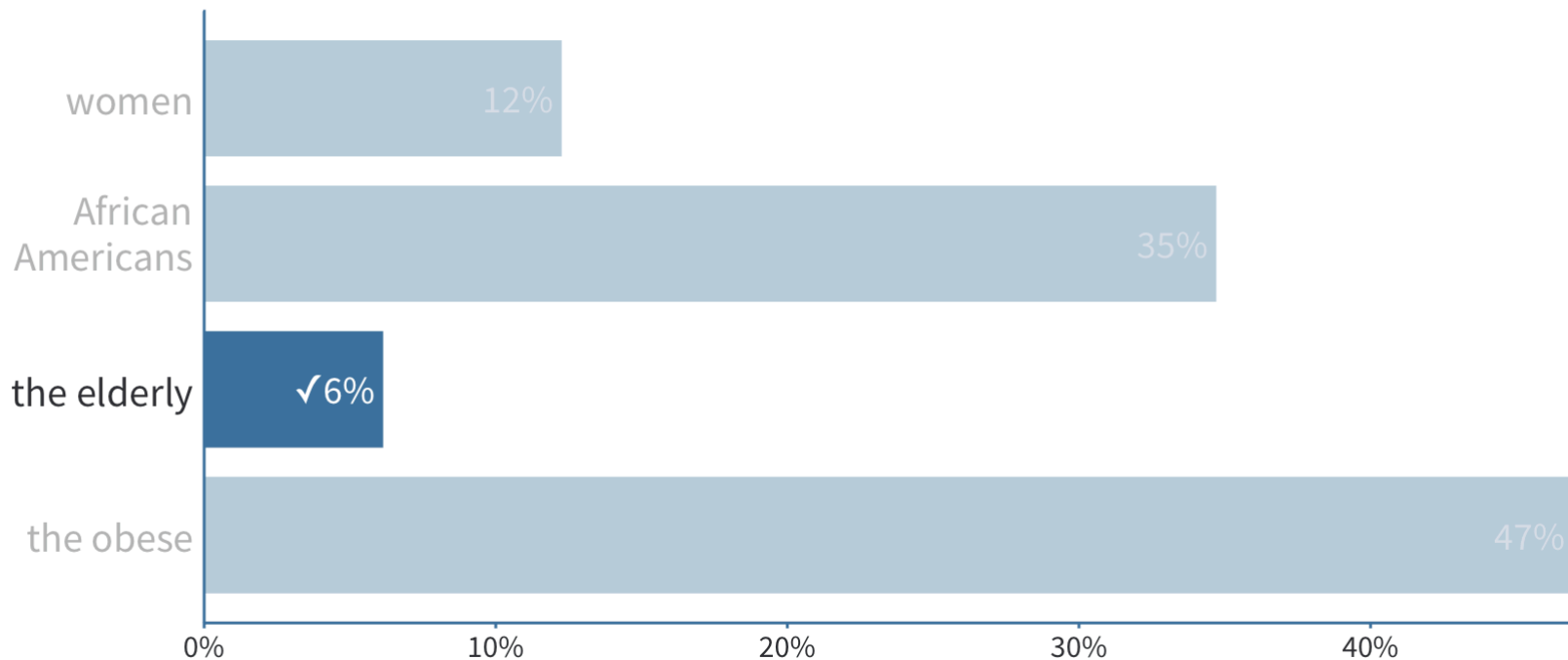
How did I read your mind?

- Pick a number between 1 and 5
- Multiply your number by 9
- If your new number is two digits, add them together; if one just use that number (will always = 9)
- Subtract 5 (will always = 4)
- Convert number to letter: 1=A, 2=B, 3=C... (will always=D)
- Pick a country that begins with that letter (Denmark bias)
- Take the last letter of that country and think of an animal that begins with that letter (kangaroo bias)
- Using the last letter of the animal you just chose, think of a color that begins with that letter . (orange bias)

Implicit Bias Findings

- We all have biases, but the impact of our biases on others depends on the roles we play in society
- Implicit bias is more prevalent than explicit bias because our minds are cognitive machines that encode and store many associations between groups and traits that we have not consciously processed
 - We have biases toward numbers, shapes, and colors
 - In the U.S.: race, gender and age
- Implicit bias is a stronger predictor of day to day behavior than explicit bias because much of our behavior/thoughts are automatic
- The potential impact of implicit bias on behavior can be overridden by conscious effort

According to the implicit associations test, Americans' strongest negative implicit attitudes are toward...



Common Biases and Targets

- Most bias arises from external characteristics
 - Racial bias (Racism)
 - Gender bias (Sexism)
- Arabs and Muslims
 - Prejudice and discrimination increased in U.S. after September 11, 2001
- People who are overweight
- LGBTQ communities
- Undocumented individuals
- Americans' strongest negative bias is toward elderly people followed by obese people

Matters of perspective: what do you
see?

- (optical illusion: Abstract John Lennon face with “hidden” people)

What does implicit bias look like in the real world?



All things being equal yet unequal...

- Taller employees receive higher wages than their shorter counterparts (Schick & Steckel, 2015)
- Qualifications being equal (credit score, financial history, income, etc.), Blacks and Hispanics were less likely to be approved for **mortgages**, and paid higher interest rates on when they were approved (U.S. Housing and Urban Development report, 2015)
- Previous performance being equal, K-12 teachers have lower expectations and display less social comfort with Af Am students than White students (various researchers)

All things being equal yet unequal...

- People who show negative implicit bias towards Latinos are more likely to oppose both illegal **AND** legal immigration (Perez, 2015)
- Symptoms being equal, African Americans are less likely to receive most effective treatment for illnesses, even after matching them on income and insurance coverage (Nat'l Academy of Sciences' *Unequal Treatment* report, 2002)
- Regular weight job applicants were less likely to be recommended to be hired for a job when they were seen (photo) sitting next to an obese applicant than when sitting alone or next to a regular weight person. (Hebl & Mannix, 2003)

Joe and Jose

https://www.youtube.com/watch?v=PR7SG2C7IVU&list=PLhh73_CM5GHRUYWhUa1VtgMJxtGw6r-lu&index=28&t=0s

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Implicit Bias and the Criminal Justice System

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All things being equal yet unequal...

- Crime and circumstances being equal, Af Am's are more likely to be stopped, searched, arrested, receive poor plea deals, convicted, receive longer sentences, receive the death penalty, declined probation and declined a pardon (DOJ/BJS, U.S. Census, Stanford Univ., multiple academic and journalistic studies)
- Non-Blacks perceive young Black men as bigger (taller, heavier, more muscular) and more physically threatening (stronger, more capable of harm) than young White men. (Wilson, Hugenberg & Rule, 2017)

What face did you see?



1

2

3

4

5

All things being equal and unequal...

- When taking numerous factors into account (e.g., seriousness of the primary offense, number of prior offenses, etc.), Black males with prominent Afrocentric features (i.e., dark skin, a wide nose, and full lips) were most likely to:
 - receive longer sentences from judges (Blair, Judd, and Chapleau, 2004)
 - receive death penalty conviction from juries when victim was **White** (Pizzi, Blair, and Judd, 2005)
 - be associated with primates (e.g., apes, monkeys, etc.), but not other aggressive animals (e.g., lions, alligators, etc.) (Eberhardt,)
 - be mistaken for a suspect by police (Eberhardt, 2004)

The Shades of Sammy Sosa



Implicit Bias and Criminal Procedure

Implicit bias occurs in moments of discretion, where various decisions/actions can be justified. It can affect:

- **Arrests:** dismissal, reduction, or number of charges filed
- **Grand Jury:** charges sought; how to present a case or narrative
- **Plea negotiations:** how open one is to alternatives; willingness to compromise
- **Trial:** jury selection, sentence recommendations

Bias on the Bench

- https://www.youtube.com/watch?v=9Wv_rlcG0uQ&list=PLhh73_CM5GHRUYWhUa1VtgMJxtGw6r-lu&index=52&t=6s

Why does
implicit bias
exist?

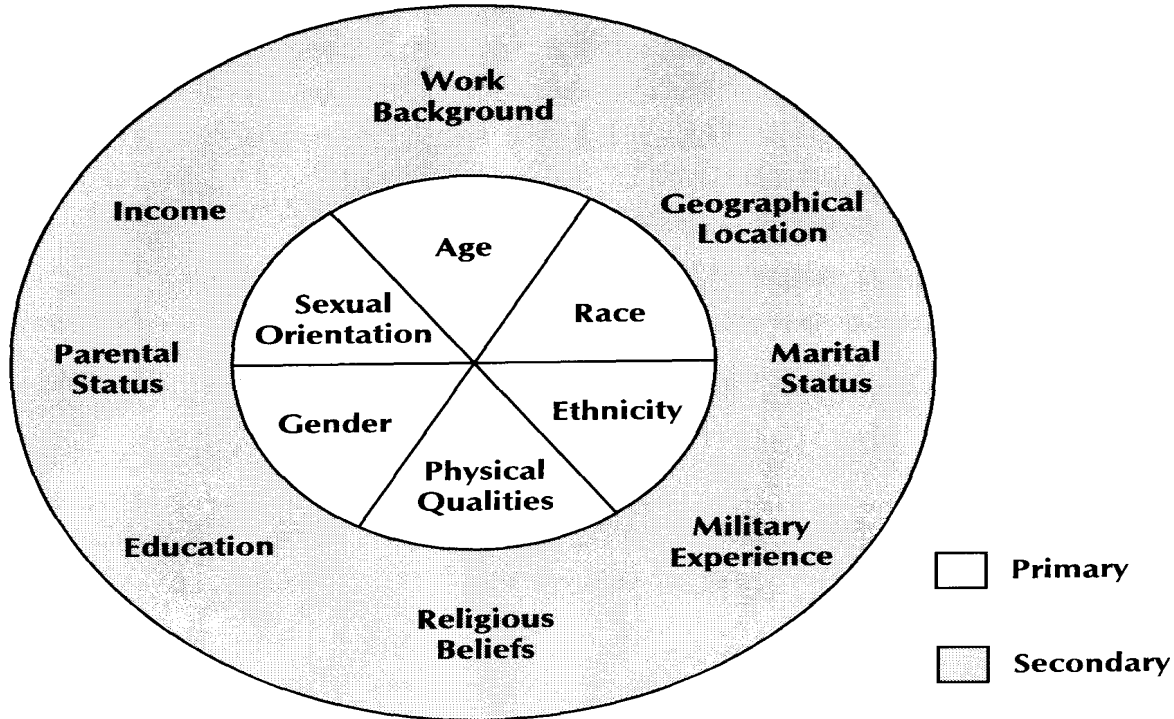
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Why Bias Exists

- **Minimal group effect:** In-group favoritism occurs even when group membership is random
- **Competition** over scarce resources leads to intergroup hostility and conflict (gas, food, water)
- **Bias and self-esteem:** If other groups are inferior, my group (“I”) must be superior
- **Rationalization for Oppression:** powerful group retains power through use of stereotypes and prejudices
- **Socialization/Exposure:** we learn it
 - Influence of family, teachers, peers, media, and experience (your fiancé)
- **Lack of exposure** to the diversity within other groups .

PRIMARY AND SECONDARY DIMENSIONS OF DIVERSITY



When Membership Does Not Have Privileges

- Think of a time when you were at a disadvantage or treated poorly because of a group to which you belonged or a characteristic/behavior that you had or displayed
- Form a group with 1-2 other people
- Discuss each of your experiences
 - What happened?
 - How did you feel in the moment?
 - Was there any long term impact of the experience?

How is implicit bias measured?

Measures of Implicit Bias

- **The Implicit Associations Test (IAT):** measures the strength of subconscious associations between concepts/groups (e.g., Hispanic people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy)
- The IAT is not perfect, but it does correlate with certain implicit and explicit behaviors.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Native IAT

Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Weapons IAT

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Barack Obama and one or more previous presidents.

Asian IAT

Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin

Implicit Associations Test Findings

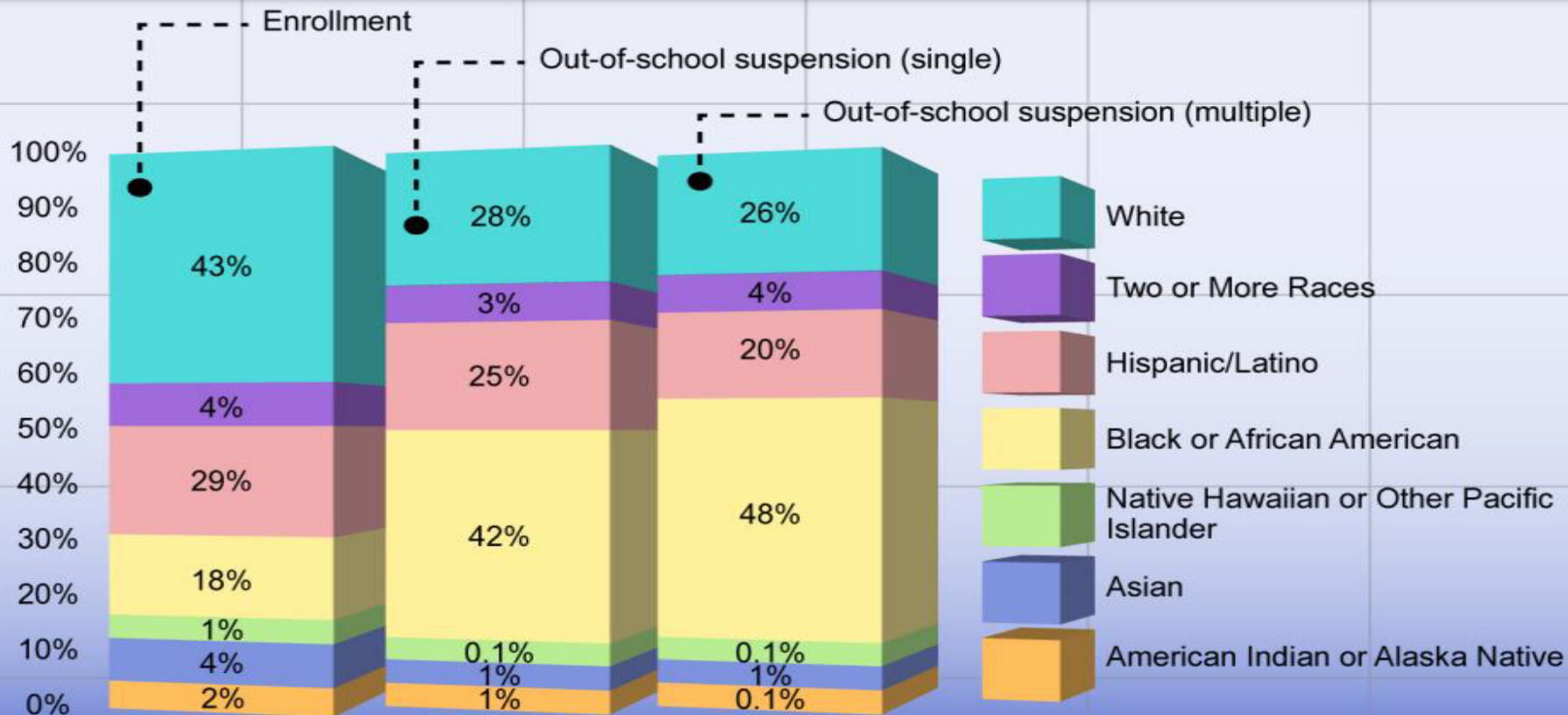
- 75% of participants that took the Black/White race IAT show positive bias toward Whites
- African Americans are split 50/50 between Black and White preference
- Asian Americans were perceived as “less American” than White Americans by White **AND** Asian Americans
- Showing a preference does not mean that you are prejudiced or will discriminate, but it does suggest that you have stored certain associations between groups and traits in memory
- Taking it over typically yields similar results
- Left/right handedness doesn't matter
- Many people, particularly liberals and members of minority groups, have difficulty accepting their implicit bias .

How does implicit bias affect the target?

Education and Identity



Preschool students receiving suspensions, by race and ethnicity



Teacher Equity

In comparison to White students, students of color have teachers that are:

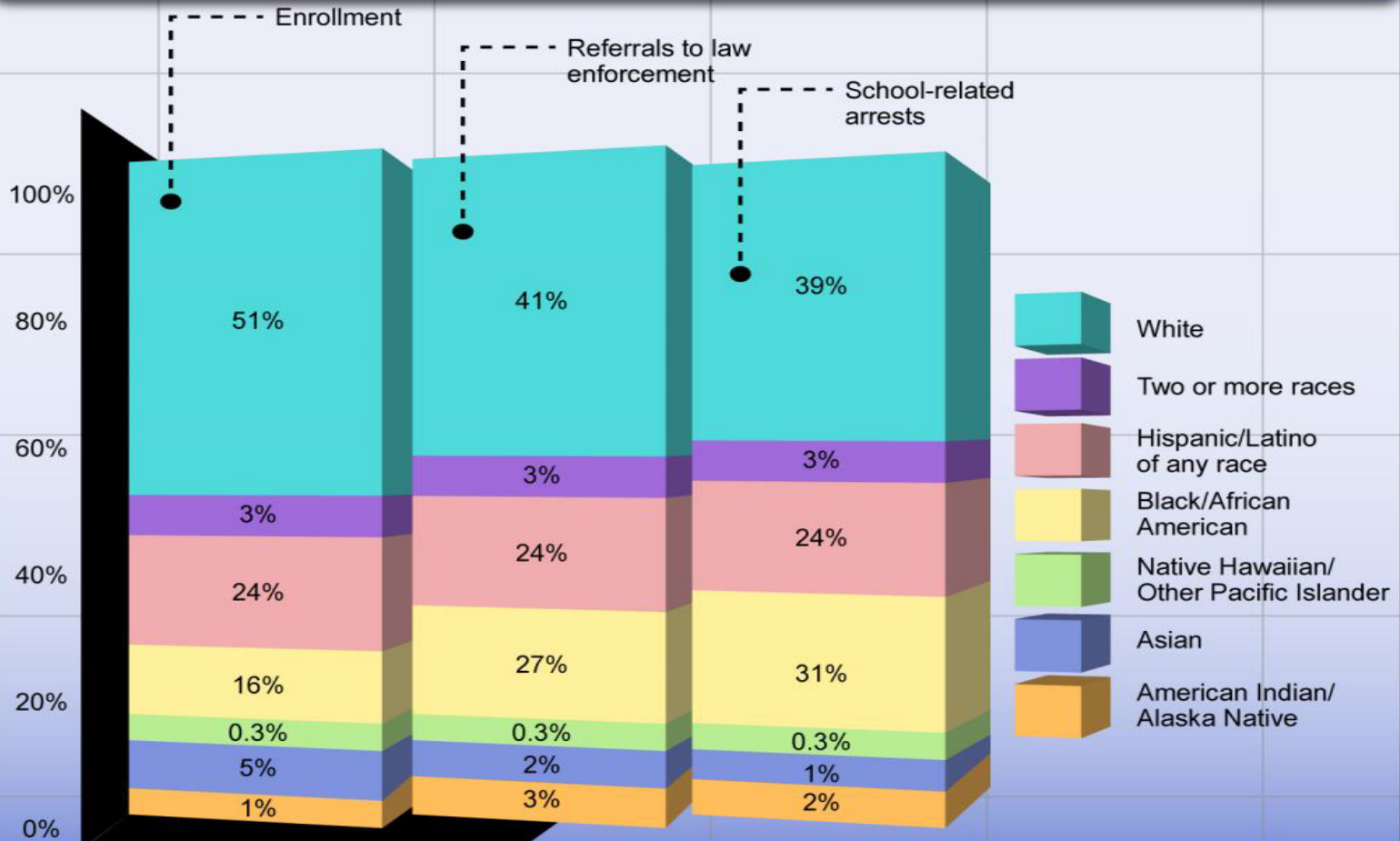
- Less experienced
- Lower paid
- Less likely to be certified
- More likely to teach subjects outside of their expertise

*20-30% of teachers are responsible for 70-80% of suspensions and expulsions.

Doll Study

https://www.youtube.com/watch?v=ybDa0gSuAcg&list=PLhh73_CM5GHRUYWhUa1VtqMJxtGw6r-lu&index=5&t=0s

Students subjected to referrals to law enforcement or school-related arrests, by race and ethnicity



How can
implicit bias be
managed/
reduced?

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

1. Individuation

This strategy relies on preventing stereotypic conclusions by obtaining specific information about group members (Brewer, 1988; Fiske & Neuberg, 1990).

- Using this strategy helps people evaluate members of the target group based on personal, rather than group-based, attributes
- Group: race, occupation, hometown
- Individual: interests, hobbies, favorite movie/color/book/musicians; clothing, style, tech preferences, apps, etc.

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

2. Perspective taking

This strategy involves taking the perspective in the first person of a member of a stereotyped group.

- Perspective taking increases psychological closeness to the stigmatized group, which decreases automatic group-based evaluations (Galinsky & Moskowitz, 2000). (Black male brand)
- Usually requires communication, understanding, and some level of empathy

Matters of perspective

- (optical illusion: older couple looking at each other)

Matters of perspective

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

3. Counter-stereotypic imaging

- Imagine in detail counter-stereotypic others (Blair et al., 2001).
- These others can be abstract (e.g., Muslim family eating dinner), famous (e.g., Muhammad Ali), or non-famous (e.g., a personal friend).
- The strategy makes positive exemplars salient and accessible when challenging a stereotype's validity.

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

4. Stereotype replacement

- Replace stereotypical responses with non-stereotypical responses.
- Involves recognizing that a response is based on stereotypes (e.g., math teacher asking Asian students to join the math club on the 1st day of class); labeling the response as stereotypical, and reflecting on why the response occurred.
- Next, one considers how the biased response could be avoided in the future and replaced it with an unbiased response (Monteith, 1993)

Five Promising Practices for Reducing IB: Personal Level (Devine et al., 2012)

5. Increasing opportunities for contact

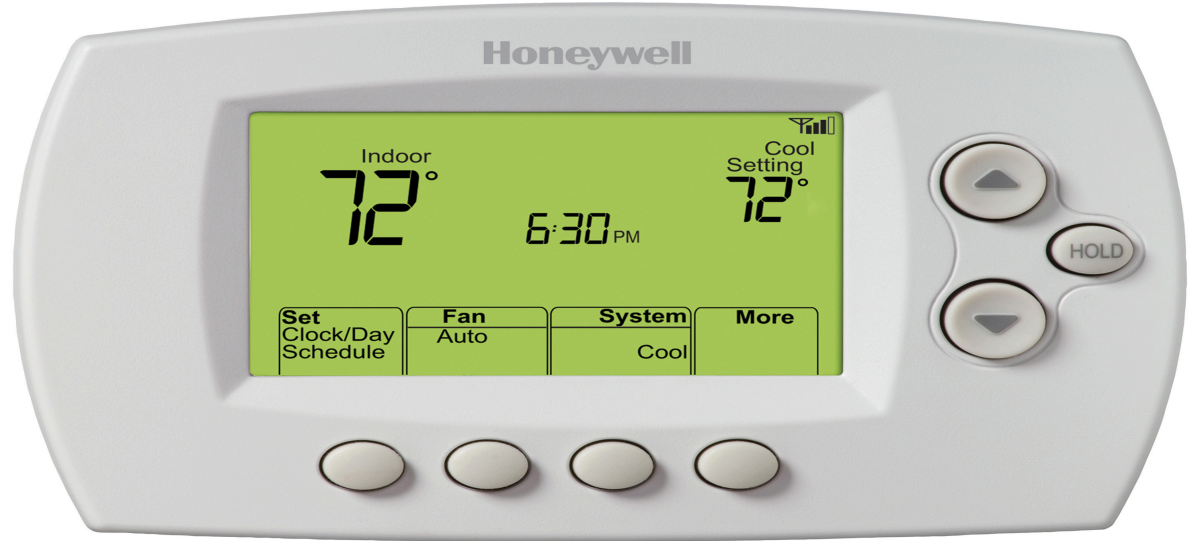
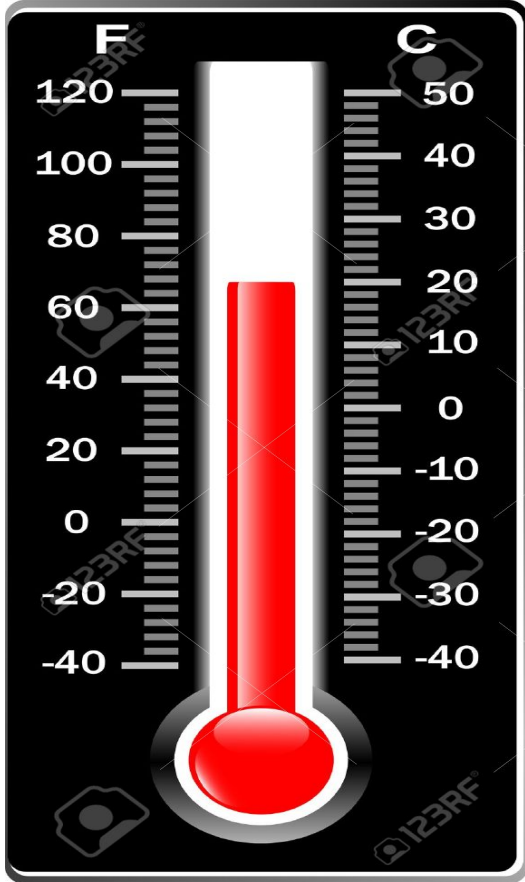
Positive contact can alter perceptions of the group or directly improve evaluations of the group (Pettigrew & Tropp, 2006).

- Seek opportunities to encounter and engage in positive interactions with out-group members
- Interact with and/or develop genuine relationships with **several** out-group members; learn their history & culture
- Increased exposure to associations of outgroups and positive traits/achievements (to reduce Af Am bias: visit Nat'l Msm Af Am Hist/Culture; watch "13th"; read Nile Valley Civilizations by Tony Browder; watch Blackish; positive statistics)

Take Home Messages

- We all have implicit biases, even toward our own group, but the impact of our biases on others is influenced by the roles we play in society
- IB has multiple causes, but exposure to associations of certain groups with specific traits is critical
- Implicit bias often, but doesn't always, affect our day to day feelings toward and treatment of others
- Data, not just emotions or anecdotes, reveal implicit bias
- Extreme behavior by a few members of a group (police) toward specific outgroups (racial minorities) can cause bias among outgroups (minorities not trusting police)
- It is easier to reduce biased behavior than biased thinking or feelings; start there, by implementing a few vital bias reducing strategies

Heat Related Influence: Are you a thermometer or a thermostat?



Thank You!

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 - half day (2-4 hrs)
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