



<https://www.msms.org/>

Co-Liberation Facilitators
Su Hansen and Layla Ananda

Welcome!

Song
Introductions
Centering



Land Acknowledgment

Ann Arbor is on land originally inhabited by the Odawa, Ojibwe, Potawatomi and Wyandot people.

“We acknowledge that we continue to benefit from access to land originally gained through the exploitation of Indigenous People, and we're aware of the care these people gave [and continue to give] to this land. Knowing these things cannot change the harm done, but a thorough understanding can empower us to create a future that supports human flourishing and justice for all individuals. Learning all we can of Native American historic and present situations is something we can start with.”

From Chelsea One World One Family ³

Agenda

- What is implicit bias?
 - ▶ Who has it?
 - ▶ Examples
 - ▶ Effect on people - harm
- What can we do about it?
- How to prevent and repair harm
- How can we deepen and continue this work?



Goals

- **Mindset:**
open heart, curiosity
- **Self-awareness:**
body language, opinions/judgments, feelings
- **Plan of action**

What is implicit bias?

- ▶ Attitudes from our unconscious that arise and surprise
- ▶ Preference/aversion - “othering”
- ▶ Learned as children, from media - we swim in a global sea of bias
- ▶ Microaggressions
- ▶ White supremacy culture

“Ultimately, we believe our decisions are consistent with our conscious beliefs, when in fact, our unconscious is running the show.”

Howard Ross

<http://kirwaninstitute.osu.edu/wp-content/uploads/2014/03/2014-implicit-bias.pdf>

Who has implicit bias?

EVERYONE!!

- ▶ There are not “good” people and “bad” people
- ▶ We all have been influenced by all kinds of messages
- ▶ We all have brains that hide things from us

"The social science research demonstrates that one does not have to be a racist with a capital R, or one who intentionally discriminates on the basis of race, to harbor implicit racial biases."

[Cynthia Lee](#), George Washington University

School of Law

<https://www.vox.com/2014/12/26/7443979/racism-implicit-racial-bias>

How do you recognize implicit bias?

Think of a time that you made an assumption about somebody's:

- body, hair, posture, skin color
- clothes
- cleanliness
- education
- job, earnings, savings
- home, neighborhood, city
- religion
- ethnicity, ancestry
- mental health
- parenting choices
- authority
- way of talking, accent
- memory
- seeing, hearing

“95% of our mind operates at an unconscious level.”



“It is my work to unearth and address my own privileges so I can cause less harm to those whom I oppress.”

Rachel Ricketts, Do Better

*Where is
your
implicit bias?*

Effects of unexamined implicit bias

On others

- Plus/minus can both be harmful
- Poor health outcomes
- Pain not believed/meds not given
- People get killed
- People believe what they hear
- Stress
- Microaggressions

On Ourselves

- We don't live our values
- Guilt, shame, defensiveness, anger
- Dangerous to have an inaccurate view of the world
- Miss out on relationships, perspectives that could enhance our lives

Microaggressions

[“How Microaggressions are Like Mosquito Bites”](#)

- ▶ Verbal, behavioral, or environmental slights
- ▶ Results of implicit bias, stereotypes
- ▶ Often automatic or unintentional
- ▶ Occur on a daily basis
- ▶ Communicate hostile, derogatory, or negative viewpoints.
- ▶ Perpetuate a worldview of White Supremacy Culture

From [Implicit Bias, Microaggressions, and Stereotypes Resources](#)

White Supremacy Culture

- Perfectionism
- Sense of urgency
- Defensiveness
- Quantity over quality
- Worship of the written word
- Paternalism
- Either/or thinking
- Power hoarding
- Fear of open conflict
- Individualism
- Progress is bigger, more
- Objectivity
- Right to comfort

From [White Supremacy Culture](#) - Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun, ChangeWork, 2001

What can we do about implicit bias?

Approaches that have shown promise:

- Counter-stereotypic training
- Exposure to people who defy stereotypes
- Intergroup contact
- Education
- Taking the perspective of others
- Mindfulness-meditation techniques

Challenge yourself to:

- Go deeper
- Be self-reflective
- Be curious about your words/thoughts/behavior - could there be some implicit bias there?
- Listen and think deeply about feedback from others, without getting defensive

<https://www.sciencedirect.com/science/article/abs/pii/S0022103112001369>

<https://www.vox.com/2014/12/26/7443979/racism-implicit-racial-biasz>

How can we prevent harm?

- ▶ Learn about our own biases
- ▶ Accept that we have them
- ▶ Mistakes are going to happen
- ▶ Audit: who's in your circle
- ▶ Be open to change

Self-care

- ▶ Eating, sleeping
- ▶ Lowering stress level
- ▶ Notice your anxiety
- ▶ Notice progress

Learn to repair harm ↓

“If you don’t know...now you know”

Where to go from here

- We’re going to “oops”
- We may get called out, if we’re lucky we’ll get called in

What not to do

- Don’t make it about you
- Don’t explain
- Don’t talk about your intentions

What to do

- Look for cues - what did I just do?
- Take responsibility
- Repair harm - apologize, ask what you can do
- Do regular implicit bias debriefs and check-ins - with self, others

Step by step...keep on keeping on...

"...explore the ways your racism, misogyny, transphobia, homophobia, classism, ableism, and/or internalized oppression are embedded in your body and how they infiltrate your every breath and relationship."

Rachel Ricketts



Thank you for being here!

Resources

[“Implicit Bias, Microaggressions, and Stereotypes Resources”](#)

Implicit Association Tests (IAT), Project Implicit implicit.harvard.edu

[“Implicit Bias: Recognizing the Unconscious Barriers to Quality Care and Diversity in Medicine”](#)

[“Long-term reduction in implicit race bias: A prejudice habit-breaking intervention”](#)

[“Implicit bias means we're all probably at least a little bit racist”](#)

[“State of the Science: Implicit Bias Review 2014”](#)

[“Some Aspects and Assumptions of White Culture in the United States”](#)

[“How we fail black patients in pain”](#)

[“How Microaggressions are Like Mosquito Bites”](#)

Do Better: Spiritual Activism for Fighting and Healing from White Supremacy by Rachel Ricketts

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