

Introduction to Implicit Bias

Implicit Bias

- Attitudes or stereotypes that affect our understanding, actions, or decisions in an unconscious manner
- Activated involuntarily and without an individual's awareness or intentional control
- Can encompass favorable or unfavorable assessments

What We *Think* Happens...

Event



We see or hear something



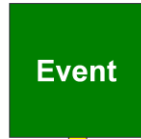
Act



**We act based on what
we saw or heard**

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What Really Happens...



We see or hear something



**We tell ourselves a story
filtered by our unique frames and lenses
adding meaning, motive and judgment –
and our body responds with an emotion**



**We react based on
our
interpretation**

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What is really happening:

- We see or we hear something - *I ran into Sherry in the hallway and she didn't say hello in response to my greeting*
- We tell ourselves a story - *Sherry didn't say hello to me because she is mad at me*
- Filtered by our unique frames and lenses - *She's mad at me because I didn't do something I was supposed to do*
- Adding meaning - *She's mad at me because I didn't get that report in on time*
- Motive - *She won't speak to me because she is getting ready to fire me – this is the third time I've missed a deadline this month*
- And judgment - *This is not good!*
- Our body responds with an emotion - which is literally energy in motion in our body. We can only have one strong emotion running through our bodies at a time.
- (Ask the group) What am I feeling now that I have told myself this story?
- Upset. Devastated. Sick. Hurt. Defensive. Maybe even angry.
- What is my work product going to be if I try to complete that report with these emotions running through my body? Probably not very good!
- So – I will *react* to the situation based on my emotions.
- What other stories could I have told myself?
- What could have been happening to Sherry so that she didn't say hello to me?
What if she has Focus and she never even saw me???
- I tell myself a story based on my unique frames and lenses, based on what I expect because of where I am coming from.
- Where do my frames come from?

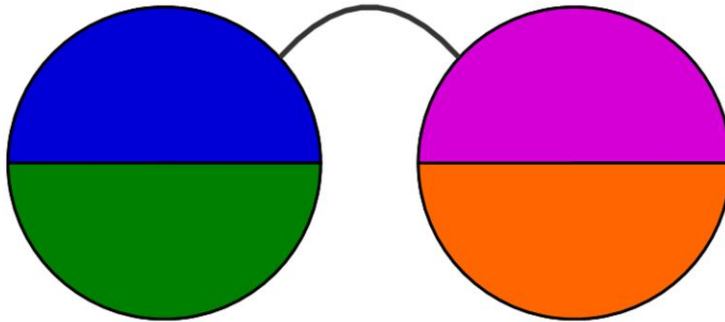
So. What Are Our Frames?



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- Our frames are how we frame the world to make sense of it – our beliefs and values, our expectations and our biases. The rules that we believe in – and the norms that we think are in place where we live and work. They may be due to ignorance because we don't understand something. They could be our preconceived notions – those things that we believe should be happening – and therefore we frame what happens around those notions.
- Mark Twain once said, “It's not what we don't know that gets us in trouble. It is what we know for sure – that just ain't so!”
- Often, our frames are just that – our unique way of understanding the world around us, created over time and inside our own reality. And many times these frames aren't very helpful.

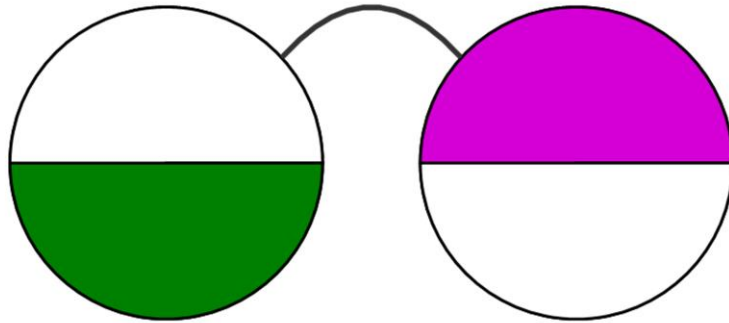
Our Lenses



**We like to believe we are seeing the world
as it is**

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Our Lenses

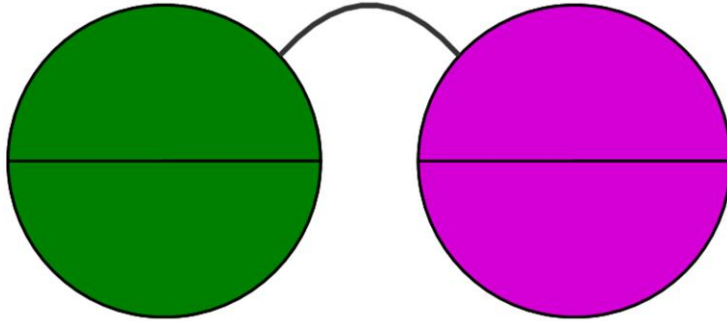


**The truth is our perceptions
are based on the way our
brains are hard-wired**

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Based on our talents...

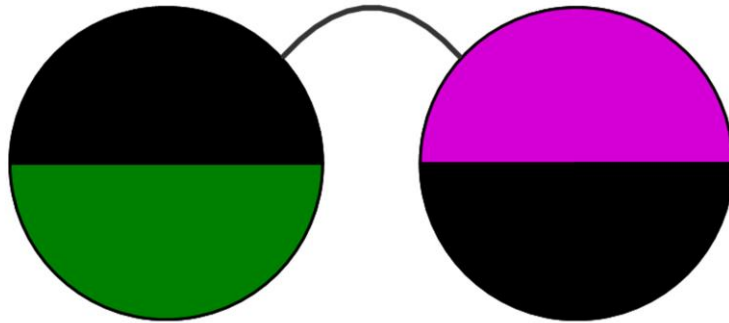
Our Lenses



**Our nature is to fill in the
blanks
and believe we are seeing the
whole picture**

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Our Lenses



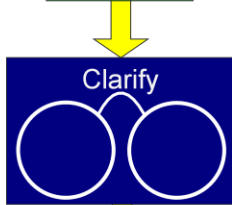
**But what we really have are
blind spots**

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What *Can* Happen...

Event

We see or hear something



We are aware of our frames and lenses, how our blind spots limit our view and we *clarify* to expand our vision.

Act

Then we act with awareness!

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This is what *can* happen if we keep an open mind, a frame-free view and are aware of what our lenses see - and don't see!