



IMPLICIT BIAS

Elephant in the classroom?

CNV Jaardag Onderwijs
24 maart 2021

Sóley Tómasdóttir
MSc in pedagogics, gender and diversity

ABOUT THE WORKSHOP

- I. IMPLICIT BIAS
- II. INCLUSIVE OR EXCLUSIVE EDUCATION?
- III. WHAT CAN WE DO?



WHAT IS GOING ON?

A married man visits a single woman two nights every week for a couple of hours

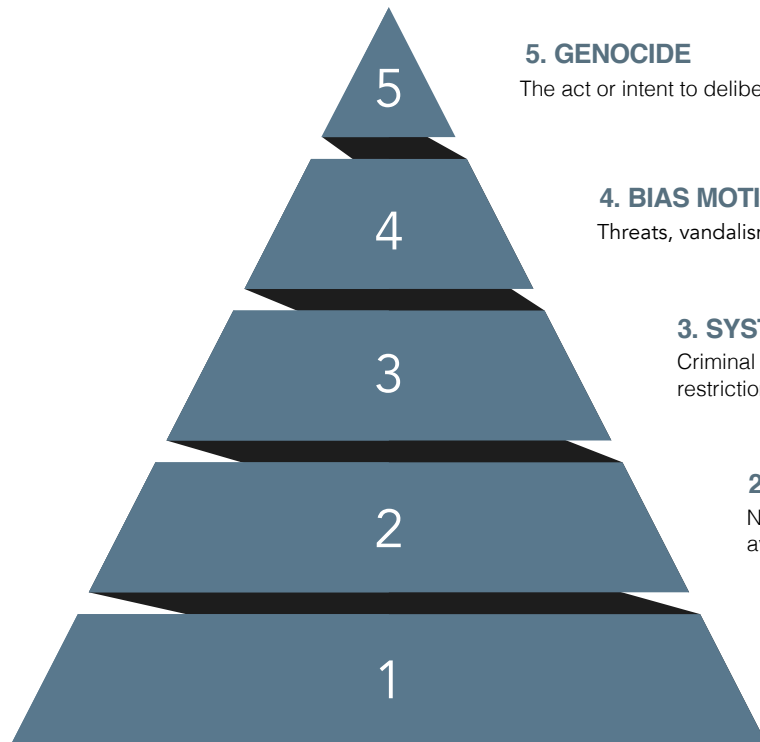


Two clean-cut young men wearing black trousers and white shirts ring your doorbell



I. IMPLICIT BIAS

THE PIRAMIDE OF HATE



5. GENOCIDE

The act or intent to deliberately and systematically annihilate an entire people

4. BIAS MOTIVATED VIOLENCE

Threats, vandalism, arson, assault, rape, murder, terrorism

3. SYSTEMIC DISCRIMINATION

Criminal justice disparities, housing segregation, wage disparities, voter restrictions/suppression, unequal school resources...

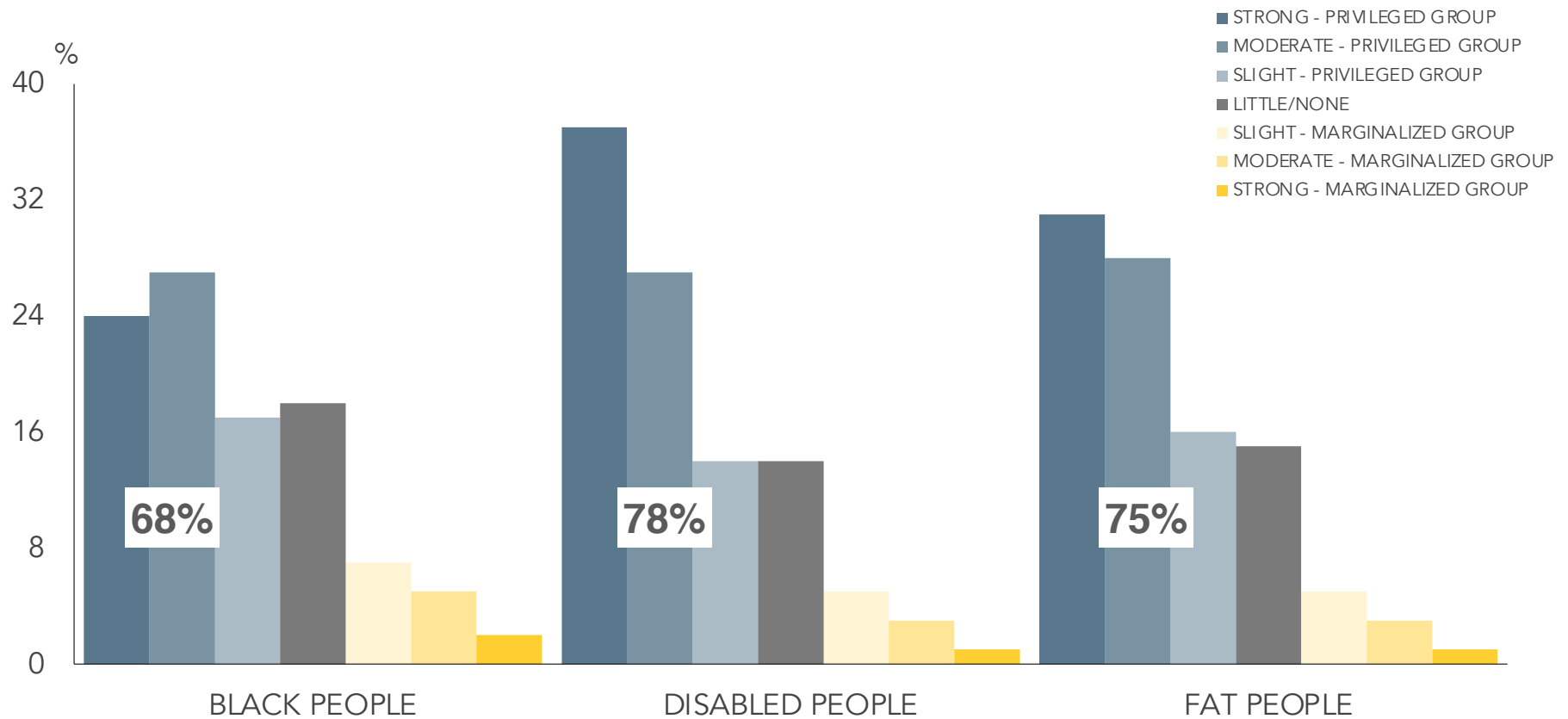
2. ACTS OF BIAS

Non-inclusive language, microaggressions, biased jokes, cultural appropriation, social avoidance/exclusion, name-calling, ridicule, bullying, objectification...

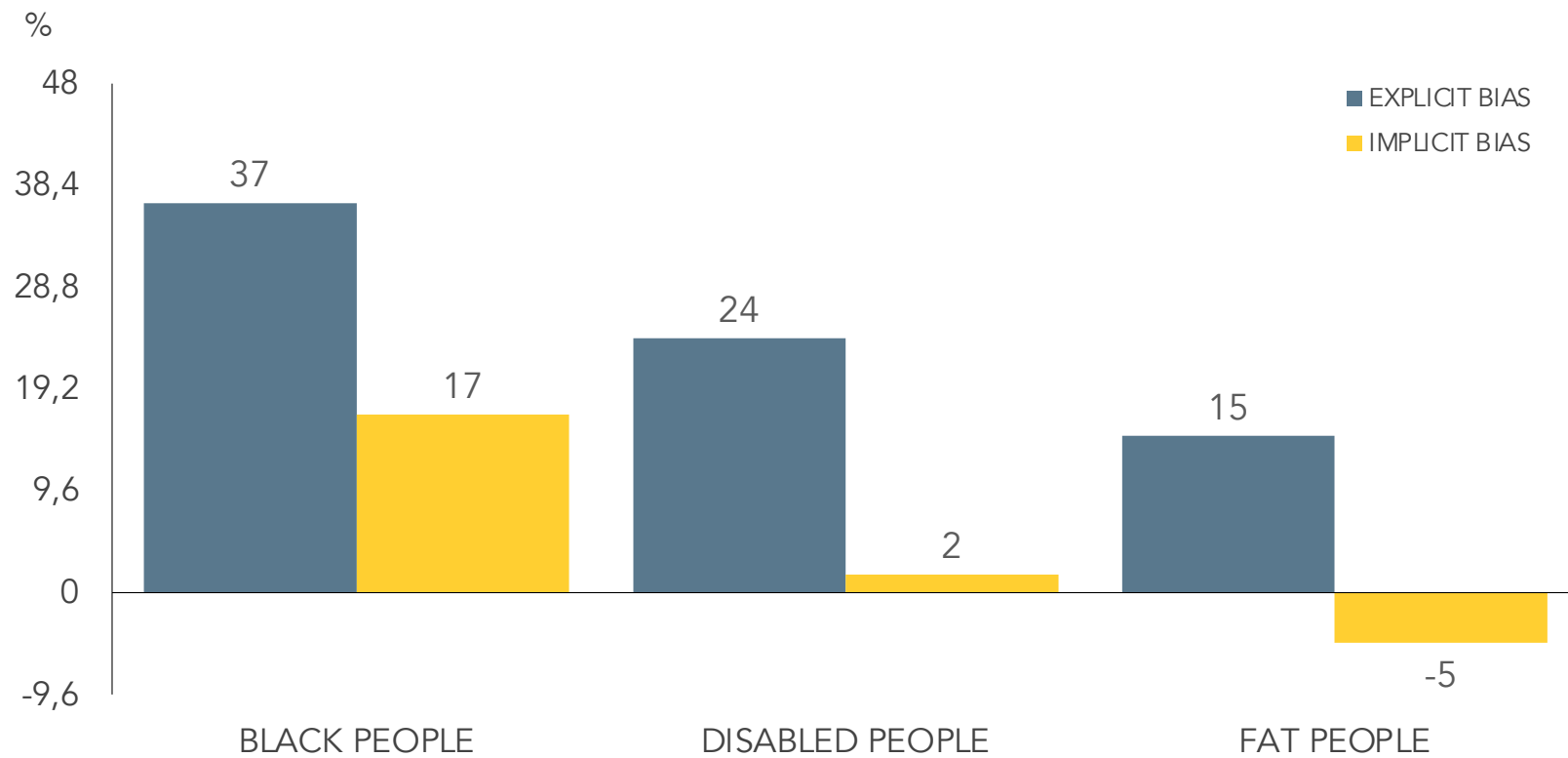
1. IMPLICIT BIAS

Framkoma, væntingar og viðhorf sem byggja á staðalmyndum og einföldun á raunveruleikanum.

IMPLICIT BIAS



DEVELOPMENT OF IMPLICIT BIAS 2007-2016



AUTOMATIC DEFENCE MECHANISM

Discomfort: Shame or guilt

Denial: The methodology is skewed - the results are not reliable

Justification: Despite the results might be true - it doesn't affect my behaviour

Acceptance: I am a product of a society, influenced by norms and habits

Processing: Ambitions to avoid or limit the impact of implicit bias

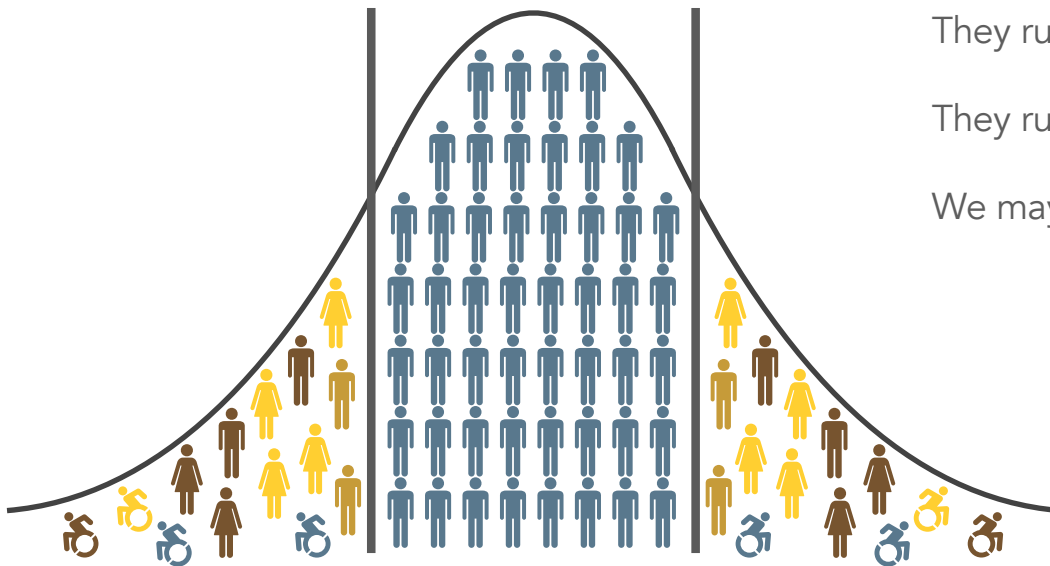
IMPLICIT BIAS

Unconsciously-held set of associations/assumptions about a particular social group

They run contrary to our consciously stated beliefs

They run contrary to our identity as kind people

We may not want to know about their existence



IMPLICIT BIAS

UNFAIR VALUING: We value the contribution of normal people while we have tendency to underestimate or doubt people who don't fit the norm.

STEREO TYPES: Black people run faster than white people, women can't be relied on because of family duties, old people are slow...

UNFAIR EXPECTATIONS: We tend to expect people to fulfill the stereo types, that all men should be strong and all women should be caring...

Impacts recruitment processes, task distribution, policy making, implementation, curriculum, teaching, grading and interpersonal communication on daily basis.

**“PREJUDICE IS A GREAT TIME SAVER.
YOU CAN FORM OPINIONS
WITHOUT HAVING TO GET THE FACTS”**

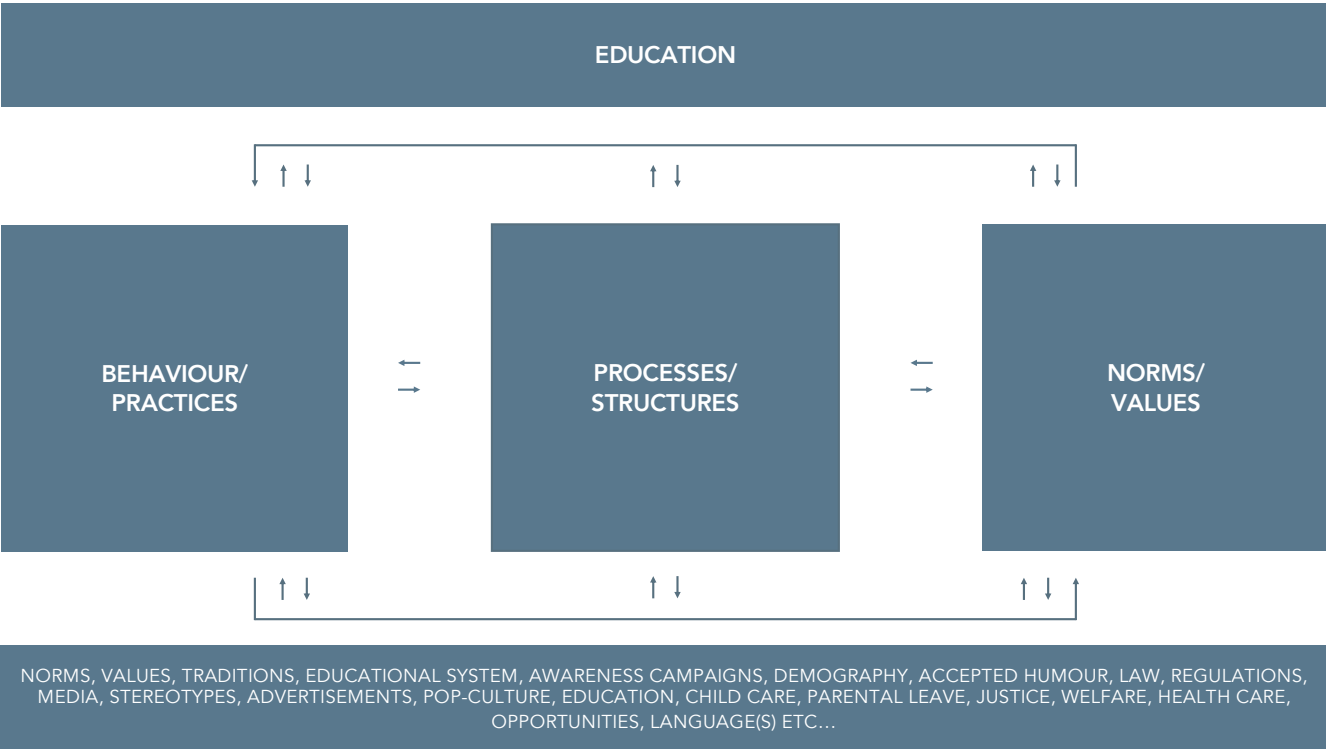
E.B. White

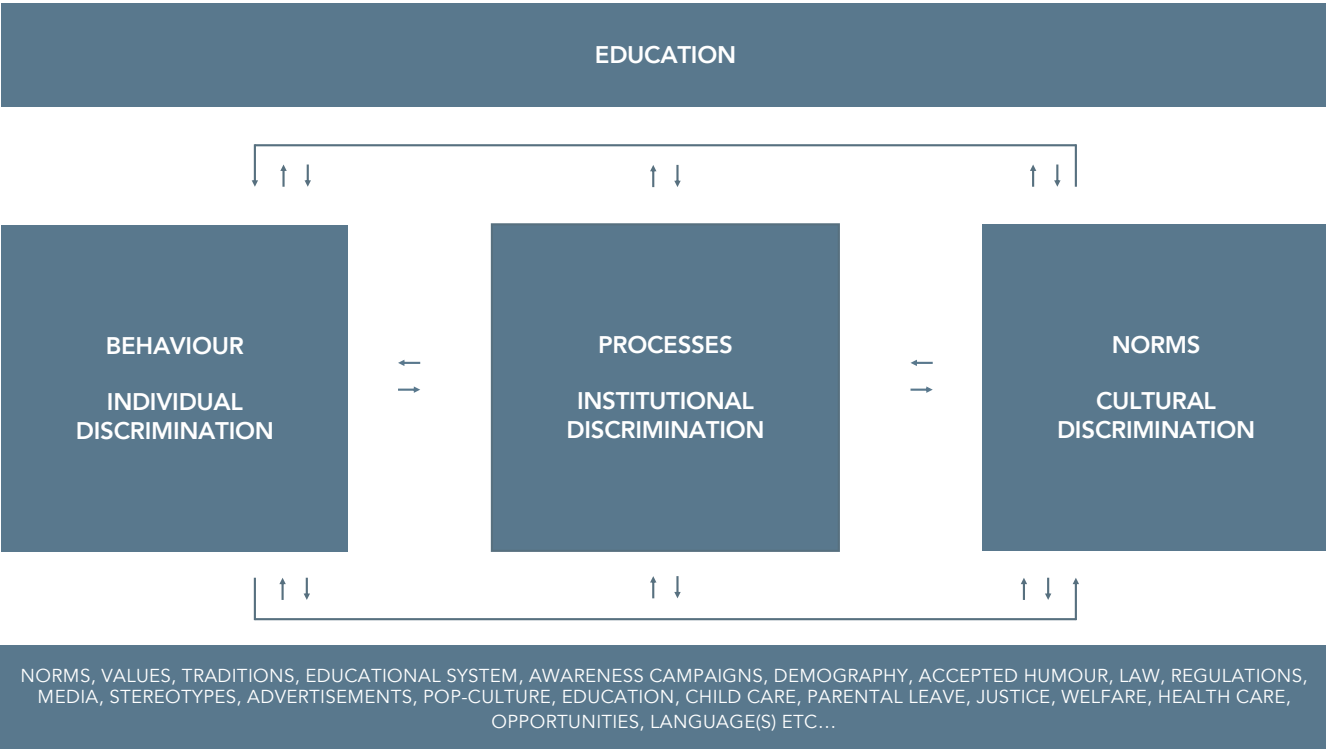
WHAT IS GOING ON?

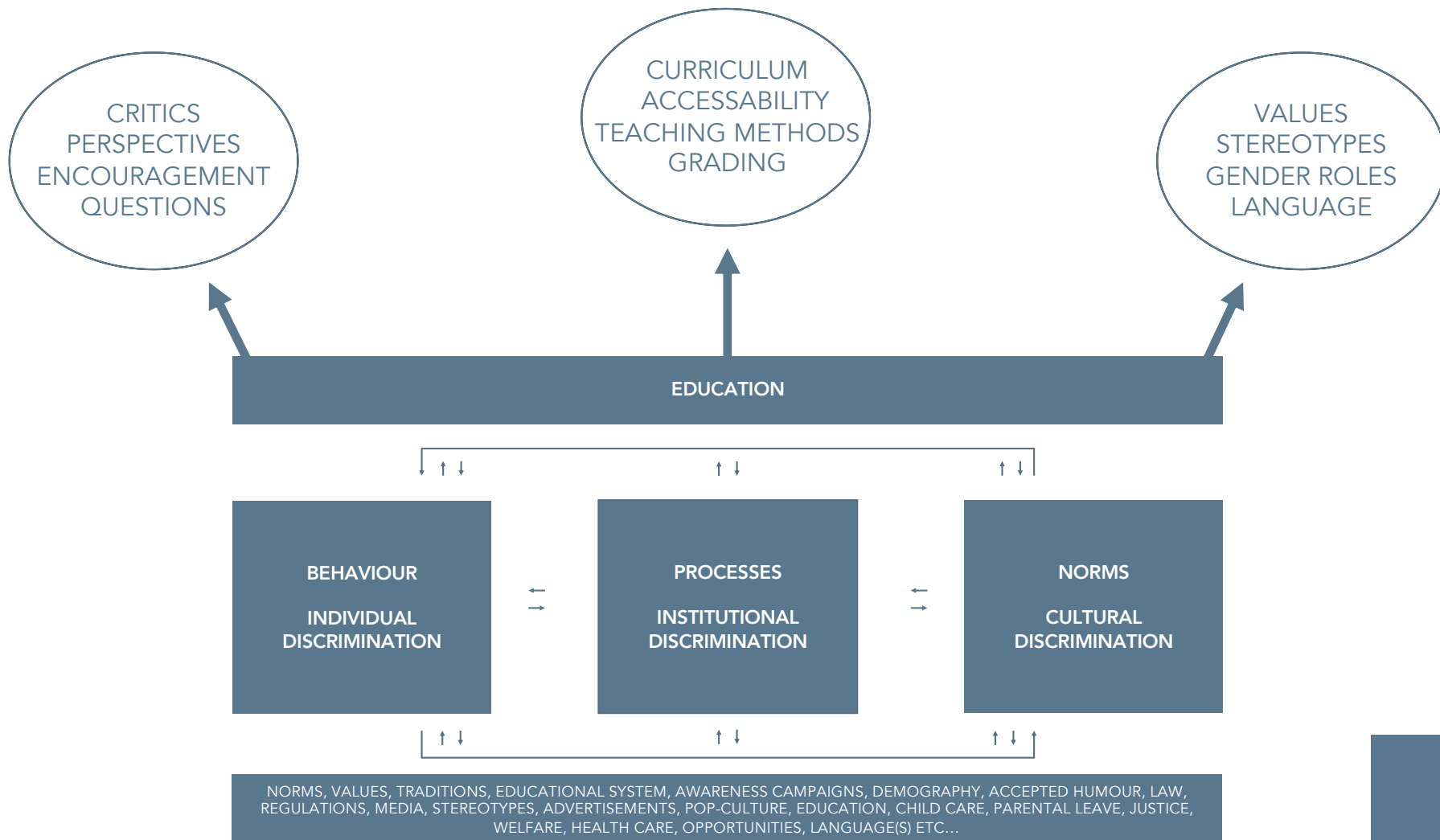
A married man visits a single woman two nights every week for a couple of hours

Two clean-cut young men wearing black trousers and white shirts ring your doorbell

II. INCLUSIVE OR EXCLUSIVE EDUCATION?





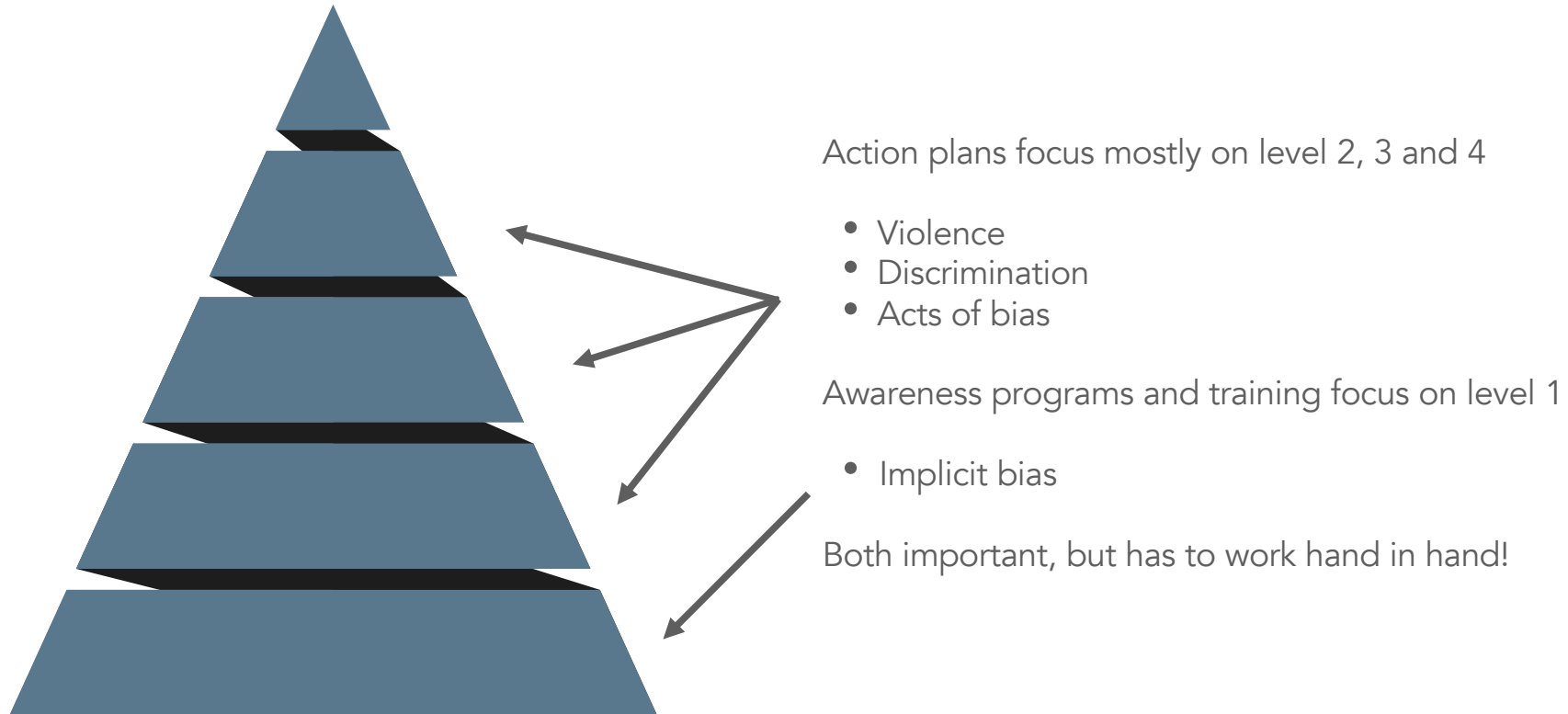


III. WHAT CAN WE DO?

SEEK BALANCE



EQUALITY AND INCLUSION - MEASURES



WHAT YOU CAN DO

Limiting your own implicit bias

- Consider and reconsider your own act
- Work on your automatic defence mechanisms
- Discuss your own possible implicit bias with colleagues

WHAT YOU CAN DO

Limiting implicit bias in your teaching material

- Discuss stereotypes that may be found in teaching material with your students
- Switch to inclusive teaching material if that can be found and arranged
- Create inclusive teaching material on your own

WHAT YOU CAN DO

Limiting implicit bias in your school

- Ask for or organize workshops for all employees about implicit bias
- Open a conversation about implicit bias and defence mechanisms with your colleagues
- Be a role model!



THANK YOU
AND
GOOD LUCK!

soley@justconsulting.nl

