

Strengthening our equity muscles: Implicit bias, colorblindness, and micromessages

Barb Novak
Courtney Reed Jenkins
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Goals and objectives

Strengthen our equity muscles through:

- Understanding implicit bias, how it creates barriers to my commitment to equity and social justice, and how to interrupt my own implicit biases
- Understanding colorblindness, how it creates barriers to my commitment to equity and social justice, and how to interrupt my own colorblindness
- Understanding micromessages, how they create barriers to my commitment to equity and social justice, and how to inoculate against my microaggressions

What is implicit bias?

**KNOW YOUR BIAS:
IMPLICIT
BIAS**



- Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner
- Not aligned with declared beliefs on equity, access, and diversity
- Implicit and explicit biases are related, but distinct mental constructs


How do our biases “get in the way” of our commitment to equity and social justice?




Individually:

Step 1:
List (first name or initials) your most trusted 2-10 people **excluding** family.


Step 2:
Open the sheet, and complete the chart



Reflection questions
5 min




How can I interrupt my own implicit biases?



- Know your biases: take implicit association tests at [Project Implicit](#)
- Don't be neutral: make your commitment clear through your actions, words, and time
- Walk boldly toward your biases: social media, office space, computer desktop

Turn and talk: what is one thing you will do to interrupt your own implicit biases?

10 min



What is colorblindness?



"I see my students for who they are, not their race."

"I believe, like Rev. Martin Luther King, that people should be judged by the content of their character."


"I don't see race."

"I don't care if my students are white, black, or purple."


"I just follow the curriculum. It doesn't talk about race."



How does colorblindness "get in the way" of our commitment to equity and social justice?



- Less productive / don't address challenges as efficiently
- Appear more biased or prejudiced



How can I interrupt my own colorblindness?



Turn and talk: how do/can you communicate to your students that you "see who they are"?

5 min

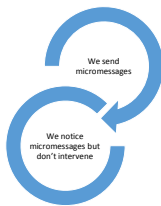


What are micromessages?

- Small and subtle
- Words, actions, inactions
- Reinforce stereotypes (microaggressions) or inoculate against stereotypes (microaffirmations)
- Cumulative effect over time



How do microaggressions "get in the way" of our commitment to equity and social justice?



How can I interrupt my own – and others' - microaggressions?



Turn and talk: which assertive responses feel like "you" and you can commit to trying them?

10 min

