Challenging Implicit Bias: Exploring the Way Forward
Session co-sponsored with Health Equity Initiative

2021 New Jersey Sustainability Summit
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Our Mission

Health Equity Initiative (HEI) is a member-driven nonprofit membership organization dedicated to build a global community that engages across sectors and disciplines to advance health equity. By bringing together and enlisting the efforts of the public and private sectors, professions and communities that have both a stake and an influence on social determinants of health, HEI advocates for improving conditions and achieving equity in health for all. We focus on championing transformative change to advance health equity, supporting knowledge, engaging communities and leaders, and building capacity to address barriers that prevent people from leading a healthy and productive life.

Together we are reimagining the dynamics of health and social systems

Bridging silos, building one community for health equity

www.healthequityinitiative.org
Agenda

Session Goals:

• Discuss how implicit bias may show up in municipalities or schools

• Explore how local governments and communities may be affected by individual and/or institutional bias

• Generate ideas and solutions on the way forward to an equitable future

- Group Agreements
- Connect
- Grow
- Small Group Discussions
- Large Group Share-Out / Debrief
- Case Studies
- Closing
Group Agreements

- Be present
- Respect confidentiality
- Question ideas, not people
- Be ok with non-closure
- Speak and listen from the heart
- Show grace

Adapted off "Community Engagement: Guidelines for Excellence" by NAAEE
Connect
Let’s connect! [10 minutes]

In Small Groups… ~1 minute each person

1. Introduce yourself  (name, pronouns, organization / affiliation)

2. How are you connected to Sustainable Jersey / Health Equity Initiative?  (i.e., Green Team member, community member, Sustainable Jersey Schools, etc.)

3. Why did you sign up for the session? OR What are you looking to gain/learn?
“our unconscious reactions come out of a locked room, and we can't look inside that room. But with experience we become expert at using our behavior and our training to interpret - and decode - what lies behind our snap judgment and first impressions.”

— Malcolm Gladwell, Blink: The Power of Thinking Without Thinking
Defining and Understanding Implicit Bias

What is implicit bias?
The positive and/or negative attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
Let’s do a quick exercise!
247 x 18
We Make Decisions in One of Two Systems:

- Personal Background
- Cultural Experiences
- Previous Experiences

**SYSTEM 1**
Intuition & instinct
- 95%
- Unconscious
- Fast
- Associative
- Automatic pilot

**SYSTEM 2**
Rational thinking
- 5%
- Takes effort
- Slow
- Logical
- Lazy
- Indecisive

Source: Daniel Kahnemann, "Thinking, Fast and Slow"
Common Types of Unconscious Bias

**Affinity Bias**
- Feeling a connection to those similar to us

**Perception Bias**
- Stereotypes and assumptions about different groups

**Halo Effect**
- Projecting positive qualities onto people without actually knowing them

**Confirmation Bias**
- Looking to confirm our own opinions and pre-existing ideas.

**Gender Bias**

**Beauty Bias**

**Ageism**

**Racial Bias**
How does implicit bias show up...

- in your municipalities?
- at your schools?
- at your workplace?
How does implicit bias affect...

- your municipalities?
- your schools?
- your workplace?
Implicit Bias and Structural Racism Cycle

“Biases not only affect our perceptions, but our policies and institutional arrangements. Therefore, these biases influence the types of outcomes we see across a variety of contexts: school, labor, housing, health, criminal justice system, and so forth...These racialized outcomes subsequently reinforce the very stereotypes and prejudice that initially influenced the stratified outcomes.”

- John Powell, author of Racing to Justice
Small Group Discussions
Small Group Discussions
[20 minutes]

Individuals take 2-3 minutes to answer questions on own.

2-3 people can offer to share their stories while group can offer suggestions, ideas.

Identify a person to summarize discussion for share-out...

Identify a time when bias (might have) played a role in a decision that was made or an action that was taken, etc.

1. What happened?
2. Who was/were most impacted in your situation / scenario? What biases were at play?
3. What are some solutions to address / mitigate these biases, centering those most affected?
What was the scenario / situation / problem because of implicit bias?

What were some of the ideas and/or solutions to addresses it?
Strategies & Tools to Mitigate Implicit Bias

1. Increase self-awareness
2. Build empathy
3. Practice mindfulness
4. Examine power dynamics
5. Community as assets
6. Continue learning
Six Conditions of Systems Change

Source: The Water of Systems Change, FSG
Case Studies
Health Equity Initiative
JOIN THE MOVEMENT
Health Equity Initiative’s Journey and Commitment: Key Action Areas and Main Focus

<table>
<thead>
<tr>
<th>Community/Membership Building via our role as convener</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Development, Capacity Building and Training via our workshops, webinars and resources</td>
</tr>
<tr>
<td>Partnerships - to engage different players and foster alliances</td>
</tr>
<tr>
<td>Education and Advocacy in support of health equity</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Advocate</th>
<th>Advocate for community engagement and multisectoral solutions</th>
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</thead>
<tbody>
<tr>
<td>Address</td>
<td>Address social discrimination (e.g., racism, gender bias, bias toward low-income groups or the LGBTQI+ community, xenophobia, other forms of implicit and/or institutional bias) as a key determinant of health</td>
</tr>
<tr>
<td>Promote</td>
<td>Promote equity and social justice in the design of cities and other kinds of built environments</td>
</tr>
<tr>
<td>Focus on</td>
<td>Focus on system-change across professional sectors and disciplines</td>
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</tbody>
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www.healthequityinitiative.org
Health Equity Initiative’s

10 Years Commitment/Journey in Addressing Social Discrimination, Implicit and Institutional Bias

Sample Resources and Initiatives

• Racism is a Health Equity Issue 2020-2021 Campaign
• Racism and Health Equity, Poverty and Health Equity, LGBTQI+ bias and Health Equity Mindmap Series
• Racial Healing and Health Equity Community Conversations Series
• Health Equity Initiative 2018 Summit focus on social discrimination and bias
• Blog posts, reports, webinars, and many other resources of 10 years
• Commitment to address discrimination and bias across all action areas, partnerships, and programs

Upcoming Webinar (June 10): Community Informed Urban Planning: Urban Planners Partner with Community Residents to Promote Health Equity and Address Bias

www.healthequityinitiative.org
A Better Tomorrow, One Community at a Time
Sustainable Jersey’s Commitment

Social Equity integral to SJ vision of sustainability

Intentionally leveraging program to advance equity in our communities

What are the barriers that local government or schools can address?
   ◦ Bias and discrimination in municipal decision-making & services
   ◦ Provision of the conditions for good health: housing, access to healthy food and green spaces, digital divide, etc.

SJ forging into new areas through partnerships (Task Forces)
SJ’s Diversity & Equity Task Force

Involves partners in guiding SJ’s work on equity and anti-racism

Develops ‘actions’ for SJ certification program

◦ new anti-bias action - provides municipalities guidance building on the kind of conversations we're exploring today

◦ healthy housing, removing lead from drinking water, access to healthy food, environmental justice/health in all policies
Closing
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3, 2, 1 Reflection

Name 3 things you learned / you’re taking away

List 2 things you want to learn more about or still have questions about

Identify 1 action you commit to taking to challenge your own implicit bias
Resources [curated by Tina Wong]

Books
- Blindspot: Hidden Biases of Good People by Mahzarin Banaji and Anthony Greenwald
- Thinking, Fast and Slow by Daniel Kahneman
- Race on the Brain: What Implicit Bias gets Wrong About The Struggle for Racial Justice by Jonathan Khan
- Culturally Responsive Teaching and the Brain by Zaretta L. Hammond

Videos
- How to Outsmart Your Unconscious Bias - Valerie Alexander at TEDxPasadena
- We All Have Implicit Biases. So What Can We Do About It? - Dushaw Hockett at TEDxMidAtlanticSalon

Movies / Documentaries
- When They See Us directed by Ava DuVernay / Netflix
- Coded Bias directed by Shalini Kantayya / Netflix

Social Media
- IG @TheConsciousKid
- IG @goodgoodgoodco
- IG @ohhappydani

Social / Racial Justice Organizations; Training / Coaching
- Race Forward - www.raceforward.org
- Color of Change - www.colorofchange.org
- Indigenous Environmental Network - www.ienearth.org
- GLSEN - www.glsen.org
- Awaken - www.visionawaken.com
- Seachange Collective - www.seachangecollective.org
- Pamela Major - https://meliabloom.com
Thank you for joining us!

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Stay in touch
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