OFFICE OF EQUITY

Implicit Bias Training

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OFFICE OF EQUITY

A Citywide Office whose purpose is to:

- **Normalize** concepts of social justice within city government;
- **Organize** staff around advancing equity in their Departments, and
- **Operationalize** equitable policies, programs and procedures within city government.
EQUITY DEFINED

Equity means that our policy-making, service delivery, and distribution of resources account for the different histories, challenges, and needs of the people we serve.

Equity is achieved when one’s identity cannot predict one’s outcomes.
EQUALITY VERSUS EQUITY

Equality

Equity
DIVERSITY
Who is in the room?

INCLUSION
How does everyone in the room feel?

EQUITY
What decisions get made in the room?

Policies Practices Procedures
Biases can be neutral, positive or negative

Implicit bias is nothing more than our evaluations or beliefs, whether positive or negative, that can exist without us even knowing about it.

Night and ________
Black and ________
Young and ________

Bias in and of itself is a neutral term
Explicit Bias

Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported.

Implicit Bias

Unconscious attitudes that lie below the surface, but may influence our behaviors.
Explicit bias

- Expressed directly
- Aware of bias / operates consciously
- Example – Sign in the window of an apartment building – “we don’t rent to ______”

Implicit bias

- Expressed indirectly
- Unaware of bias / operates sub-consciously
- Example – a property manager doing more criminal background checks on African Americans than whites.
ORIGINS OF BIAS

• Actions demonstrating implicit bias begin to show up as early as 3 years old

• Explicit (conscious) bias begins to show up at age 5

• Negative bias quiets down around age 10-12, when children develop a sense of fairness

• Negative bias grows stronger if it is normalized
Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

Openly acknowledging and challenging biases allows us to develop strategic interventions.

• Walk boldly towards your biases (Verna Myers).
  • Exposure yourself to diversity.
  • Journal to enhance your own awareness of bias.
EXAMPLES OF MICROAGGRESSIONS

“No, Where are you REALLY FROM?”

“You will NEVER be a REAL WOMAN!”
EXAMPLES OF MICROAGGRESSIONS

1. "Oh, I wouldn't have expected you to be a science major."

2. "You don't speak Spanish?"
FOR PEOPLE WHO STILL DON'T THINK
ROLES

Bystander

Actor

Receiver
What are seven ways you can think of responding to microaggressions?
RESPONDING TO MICROAGGRESSIONS

Seven options for your toolbox!

1. EDUCATION
2. ASSUME GOOD INTENTION
3. HUMOR
4. QUESTION
5. PERSONALIZE IT
6. FALL BACK ON RULES/POLICIES
7. BE DIRECT

Don’t stand by, be an ALLY!
No matter what the intent, always tend to impact!