

Understanding Implicit Bias Resources



TRAINING RESOURCES

DCR Resources

- DCR Education and Training Unit Email: education@njcivilrights.gov
- DCR Anti-Discrimination Trainings, <https://bit.ly/DCRtrainings>
- DCR Fact Sheets, https://bit.ly/DCR_Fact_Sheets
- DCR Guidance on Discrimination in School Discipline, https://bit.ly/Guidance_School_Discipline and <https://bit.ly/school-discipline-guidance>
- NJBIAS (to file a complaint with DCR), <https://bit.ly/file-complaint-DCR>
- *Best Practices for Addressing Implicit Bias* handout: <http://njoag.gov/wp-content/uploads/2023/09/Best-Practices-for-Addressing-Implicit-Bias-handout.pdf>
- *Goals to Tackle Implicit Bias* handout: <http://njoag.gov/wp-content/uploads/2023/09/Goals-to-Tackle-Implicit-Bias-FILLABLE-handout.pdf>
- *Strategies to Address Microaggressions* handout: <https://www.njoag.gov/wp-content/uploads/2021/04/Strategies-to-Address-Microaggressions.pdf>

Books

- *3 Keys to Defeating Unconscious Bias* by Sondra Thiederman Ph.D.
- *Blindspot* by Mahzarin R. Banaji and Anthony G. Greenwald
- *Blink: The Power of Thinking Without Thinking* by Malcolm Gladwell
- *Microaggressions in Everyday Life* by Dr. Derald Wing Sue
- *Subliminal: How Your Unconscious Mind Rules Your Behavior* by Leonard Mlodinow
- *Thinking Fast and Slow* by Daniel Kahneman
- *Unconscious Bias Workbook* by A Reinventing Diversity Publication, Cook Ross Inc.
- *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do* by Claude M. Steele

Videos Used in Training

- *Check Our Bias to Wreck Our Bias*, <https://www.youtube.com/watch?v=b8ZFDqzAmEE>
- *High Heels, Violins and a Warning*, <https://www.nytimes.com/video/us/100000004818679/high-heels-violins-and-a-warning.html>
- *"It Scares Me,"* <https://www.cnn.com/videos/us/2022/11/19/neighbor-police-black-girl-spotted-lanternflies-orig-contd-llr.cnn>
- *Microaggressions are Like Mosquito Bites*, <https://www.youtube.com/watch?v=hDd3bzA7450>
- MTV Look Different Campaign – What is the “hidden message” in these microaggressions? https://www.youtube.com/playlist?list=PLhDDMRkwHvr2yj_0lBMyfhMpLe523u5EQ
- *Peanut Butter, Jelly and Racism*, <https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html>
- *Race Bias Drama: The Job Interview*, https://youtu.be/6_K2j2fWIEc
- *Snacks and Punishment*, <https://www.nytimes.com/video/us/100000004818677/snacks-and-punishment.html?playlistId=100000004821064>

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Studies and Other Resources Referenced in the Training

- American Psychological Association, *A Meta-Analysis of the Effects of Speakers' Accents on Interpersonal Evaluations*, <https://psycnet.apa.org/record/2012-02121-015>
- Diversitycentral.com, *Walking on Eggshells: Fear of Talking About Differences in the Workplace*, https://www.diversitycentral.com/tools_and_resources/inclusion/feature_summary_egg_shells.pdf
- Health Services Research, *Discrimination in the United States: Experiences of Lesbian, Gay, Bisexual, Transgender, and Queer Americans*, <https://onlinelibrary.wiley.com/doi/full/10.1111/1475-6773.13229>
- Medical News Today, *'Weathering': What are the Health Effects of Stress and Discrimination?* <https://www.medicalnewstoday.com/articles/weathering-what-are-the-health-effects-of-stress-and-discrimination>
- New York Times, *How to Respond to Microaggressions*, <https://www.nytimes.com/2020/03/03/smarter-living/how-to-respond-to-microaggressions.html>
- Outsmarting Implicit Bias, *Can Women Be Biased Against Other Women?* <https://outsmartingimplicitbias.org/module/can-women-be-biased-against-other-women/>
- Outsmarting Implicit Bias, *Hear Me Out: Accent Bias*, <https://outsmartingimplicitbias.org/module/hear-me-out/>
- Pfizer, *Understanding Racial Microaggression and its Effect on Mental Health*, https://www.pfizer.com/news/articles/understanding_racial_microaggression_and_its_effect_on_mental_health
- PNAS, *Science Faculty's Subtle Gender Biases Favor Male Students*, <https://www.pnas.org/doi/10.1073/pnas.1211286109>
- Project Implicit, *Implicit Association Test*, <https://implicit.harvard.edu/implicit/takeatest.html>
- The Harvard Gazette, *Big Impact of Microaggressions*, <https://news.harvard.edu/gazette/story/2019/11/microaggressions-and-their-role-in-mental-illness/>
- Time, *The Physical Toll Systemic Injustice Takes on the Body*, <https://time.com/6266329/systemic-injustice-health-toll-weathering/>
- UCI, *The Effects of Microaggressions on One's Health*, <https://sites.uci.edu/morningsignout/2021/03/09/the-effects-of-microaggressions-on-ones-health/>

Glossary

Accent Bias – The tendency to give less credibility to a person with an accent that is different from the dominant accent.

Affinity Bias – The tendency to connect with others who share similar interests, experiences or have the same culture.

Attribution Bias – Judging a person's current behavior on past observations or interactions.

Ancestry – The country or place of one's origin; this can be related to national origin.

Authority Bias – Giving more attention or thought to an idea or opinion because it comes from an authority figure.

Beauty Bias – The belief that attractive people are more successful, competent, or qualified.

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Bias – A preference or an inclination for or against an individual, a group, or a thing that interferes with impartial judgement.

Colorblindness – The idea that overlooking racial or ethnic differences promotes harmony. Claiming you can't see color is harmful because it:

- Closes our eyes to the cultural heritage, experiences and perspectives of others
- Sends the message that race-based differences don't exist
- Distances us from the racial inequality around us
- Causes us to ignore systemic racism (even if an individual could ignore a person's color, society does not)
- Leaves us without language to discuss race and examine our own biases
- Leaves us without tools to fight racism

Confirmation Bias – The tendency to look for, interpret, or favor information and ideas that align with our existing beliefs and values.

Conformity Bias – The tendency for people to act similar to those around them regardless of their own personal beliefs or values.

Discrimination – An action based on prejudice and/or stereotyping that excludes people or treats them unfairly.

Halo Effect – Placing someone on a pedestal after learning something impressive about them.

Horns Effect – Viewing a person negatively after learning something negative about them.

Implicit Bias – Ideas or attitudes towards people that happen without our conscious knowledge.

New Jersey Law Against Discrimination (LAD) – One of the most comprehensive anti-discrimination laws in the country, the LAD prohibits discrimination and harassment based on actual or perceived race, religion, national origin, gender, sexual orientation, gender identity or expression, disability and other protected characteristics. The New Jersey law applies in employment, housing, and places of public accommodation (places open to the public, including businesses, restaurants, schools, summer camps, medical providers, government offices and agencies, etc.).

Microaggressions (from Dr. Derald Wing Sue, author of *Microaggressions in Everyday Life*) – “The everyday slights, indignities, put-downs and insults that people of color, women, LGBT populations and other marginalized people experience in their day-to-day interactions. A microaggression can appear to be a compliment but contains a “=’metacommunication’ or hidden insult to the target group to which it is delivered. They are often outside the level of conscious awareness of the [aggressor], which means they are unintentional. These messages may be sent verbally, nonverbally, or environmentally.”

Microinvalidations – Comments or conduct, often unconscious, that ignore or dismiss the thoughts, feelings or experiences of a member of an underrepresented community.

Name Bias – Judging and/or exhibiting a like or dislike for people with certain types of names.

National Origin – a person's (or their ancestor's) place of origin, and any characteristics that are inextricably intertwined with or closely associated with such place of origin, including, but not limited to, physical, cultural, or linguistic characteristic.

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Prejudice – A belief or attitude about a person or a group of people without having enough knowledge to make that judgement.

Protected Characteristics – A group of people who share a common characteristic and are legally protected from discrimination on the basis of that characteristic. In New Jersey, there are more than twenty protected categories listed in the Law Against Discrimination.

Race – A socially constructed category for grouping people, based on features including skin color, hair texture, and eye shape.

Stereotype – An oversimplified idea or assumption about an entire group of people without regard for individual differences.

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