Presenters

Jeanné Isler
Field Director
National Committee for Responsive Philanthropy

john a. powell
Director
Haas Institute for a Fair and Inclusive Society
Professor of Law, African American, and Ethnic Studies
University of California, Berkeley

@haasinstitute  @ncrp  @j_lachapel

[Images of Jeanné Isler and John a. Powell]
“More Americans have attitudes that are both implicit and explicitly racist than when the same survey was conducted four years ago... When measured by an implicit racial attitudes test, the number of Americans with anti-black sentiments jumped to 56%, up from 49% during the last presidential election.”

— Paul Harris, The Huffington Post (2012)

“Implicit bias and perception are often seen as individual problems when, in fact, they are structural barriers to equality.”

How Are We Situated? Understanding Ourselves within Structures

We are all situated within structures but not evenly.

These structures interact in ways that produce a differential in outcomes.
Othering is a set of common processes that engender marginality and persistent inequality across any of the full range of human differences.
Mechanisms of Othering in the Mind

The human brain processes 11 million bytes of information per second

- Consciously aware of any 40 of these, at best
- Only 2% of emotional cognition is available to us consciously
- Messages can be framed to speak to our unconscious

The process of **Othering** occurs in our unconscious network: this can lead to racial, ethnic, or religious bias
Mechanisms of Othering in the Mind cont.

1. Sorting into categories
2. Creating associations between things
3. Filling in the gaps when we only receive partial information

Schemas: the “frames” through which our brains help us understand and navigate the world
Our Brains in Action – Creating Associations: The Stroop Test

<table>
<thead>
<tr>
<th>Color</th>
<th>Color</th>
<th>Color</th>
<th>Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue</td>
<td>Red</td>
<td>Green</td>
<td>Black</td>
</tr>
<tr>
<td>Green</td>
<td>Red</td>
<td>Blue</td>
<td>Black</td>
</tr>
<tr>
<td>Black</td>
<td>Blue</td>
<td>Green</td>
<td>Red</td>
</tr>
<tr>
<td>Green</td>
<td>Green</td>
<td>Black</td>
<td>Blue</td>
</tr>
</tbody>
</table>
Our Brains in Action – Filling the Gaps

What shapes do you see?
Our Brains in Action – Filling in the Gaps

Our subconscious fills in the lines for us, to form a shape we are familiar with
Awareness Test
What Does This Have to Do With Philanthropy?

- Schemas are social: they exist in our classroom environment, language, metaphors, etc.
  - The unconscious is not just an individual or internal phenomenon
  - The unconscious is social and interacting with the environment
- Social categories (race, gender, nationality, religion, sexual orientation, etc.) comprise some of the most powerful schemas operating at the subconscious level
- The environment helps to create and maintain our schemas
- These schemas give rise to **implicit bias**
Paternalistic stereotype
low status, not competitive

Admiration
high status, not competitive

Contemptuous stereotype
low status, competitive

Envious stereotype
high status, competitive

Susan Fiske’s Stereotype Content Model
The Cycle of Implicit Bias

- Historical & Ongoing Segregation
- Structural & Systemic Inequalities
- Racialized Schemas
- Self-Reinforcing Expectations
- Implicit Bias
Impacts of Implicit Bias/Stereotype Threat

Implicit bias can leak into everyday interactions

• “Micro-aggressions” and subtle body language affect interpersonal interactions
• “Self-fulfilling prophecy” emerges when nonverbal behaviors are reciprocated with either nervousness or confidence by the interviewee (Word, Zanna & Cooper, 1974)
  • Related to Claude Steele’s “stereotype threat” (1995)
• Messages can be framed to speak to our unconscious

Cumulatively, these interactions reinforce or exacerbate already existing inequalities within and across systems
Marginalization

What are the ways structures can marginalize groups?

• Race, gender, class, sexual orientation, disability, religion, etc.
• Groups are pushed toward the edges or outside of the circle of human concern through a process of marginalization.
• Although these groups may be comprised of vulnerable individuals, that vulnerability is not intrinsic; it is a result of that process.
The Circle of Human Concern

- Citizens
- Elderly
- Mothers
- Children
- Sexual Minorities
- Mass Incarceration
- Undocumented Immigration
- Muslims
Stereotypes & Biases: Cognitively, We Cannot Avoid Them!

- Intelligence is associational and emotional: we cannot live without schemas
- Having biases and stereotypes, however, do not make us racist: it makes us human
- Working for equity and justice requires engaging at three levels
  1. Structural
  2. The conscious
  3. The unconscious
Spatial, Racial, and Opportunity Othering Impact Life Opportunities

- Health
- School segregation
- Educational achievement
- Exposure to crime; arrest
- Limited access to Transportation and other public services
- Job segregation
- Racial stigma and other psychological issues (Mental Health?)
- Community (access to decision and policymakers) power and individual assets
What Are You Trying to Do?

1. What environment are you working in?

2. What are the challenges, opportunities, and/or needs?

3. What is your timeframe?

4. Define what you do by the nature of the goal, problem, and/or environment, not by your capacity or expertise.

Ultimately, we strive to achieve equitable opportunities that reduce the impact of implicit bias.
Implicit Bias and Our Foundations

- Small Organizations
- Black-led Organizations
- Gender Norms
- Native American Communities
Discussion

How does Implicit Bias show up in your foundation?
Take an IAT Test

• Select a test
Combatting Bias

Use convening and education power to raise awareness

Explore your foundation’s organizational bias

Consider whether data about disparities could be due to implicit bias

Include more diverse stakeholders in decision making
Discussion

What are you doing/can you do to combat Implicit Bias within your foundations?
Questions
Resources

Understanding Bias

Project Implicit
Kirwan Institute
Haas Institute
Jerry Kang

Combatting Bias

Project Implicit
Within Our Lifetime Network
Implicit Bias and Philanthropic Effectiveness

Jeanné Isler  
Field Director  
National Committee for Responsive Philanthropy  
www.ncrp.org  
jisler@ncrp.org  
@j_lachapel  
@ncrp

john a. powell  
Director  
UC Berkeley’s Haas Institute for a Fair and Inclusive Society  
Board, Philanthropic Initiative for Racial Equity  
haas institute.berkeley.edu  
@haas institute  
Facebook.com/haas institute  
www.racial equity.org