

Implicit Bias and Philanthropic Effectiveness

Haas Institute for a Fair and Inclusive Society
and
National Committee for Responsive Philanthropy
for
Philanthropy New York
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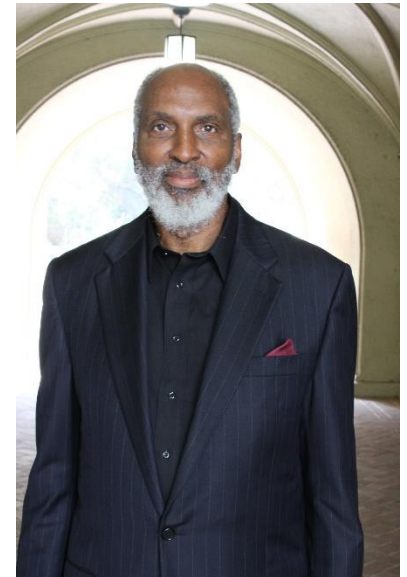
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Race In America: Implicit & Explicit Bias

“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.**”

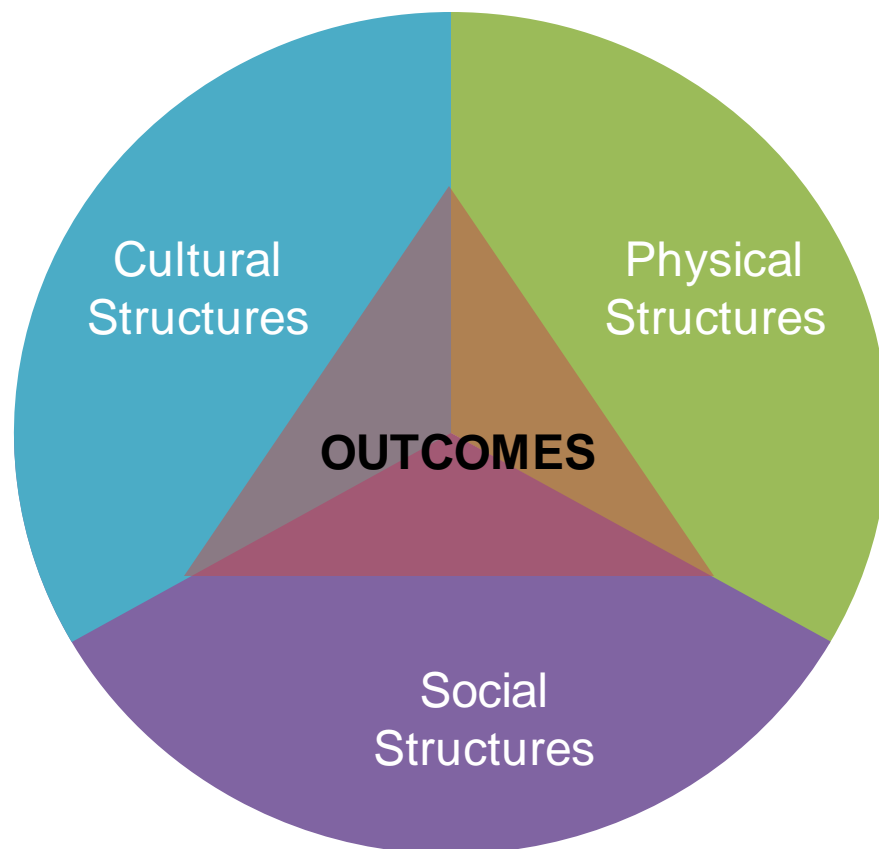
— Paul Harris, *The Huffington Post* (2012)

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

— The Perception Institute, *The Science of Equality* (2014)

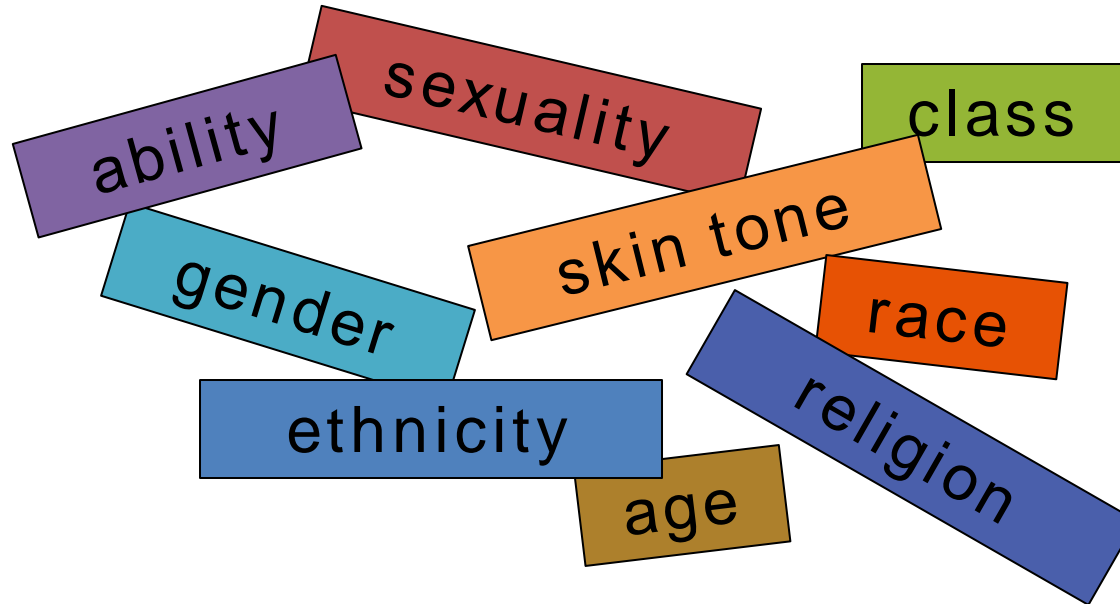
How Are We Situated? Understanding Ourselves within Structures

We are all situated within structures but not evenly



These structures interact in ways that produce a differential in outcomes

Othering



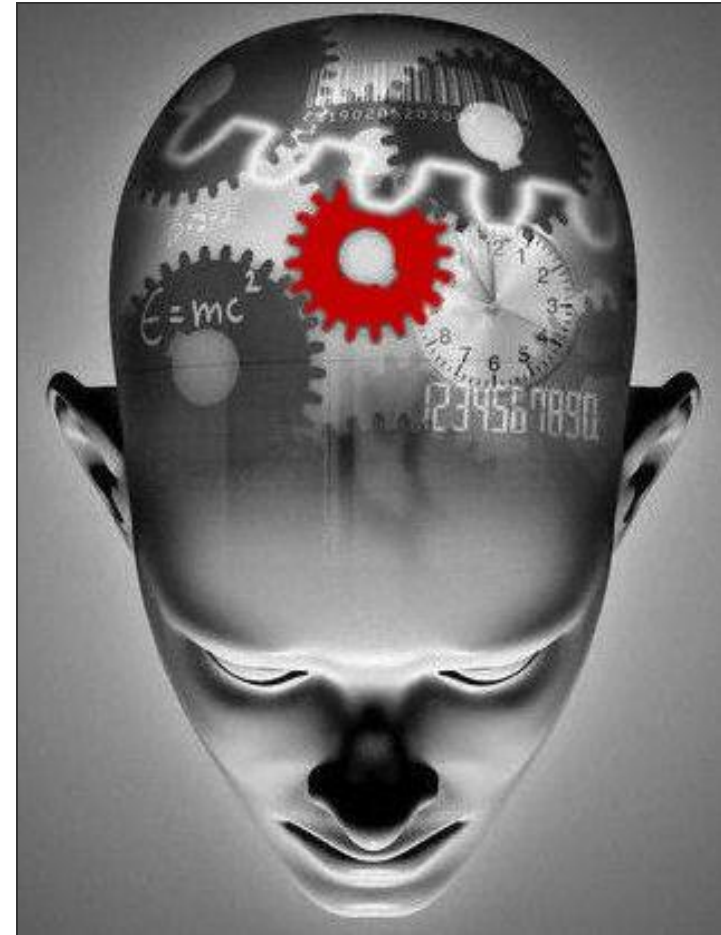
Othering is a set of common processes that engender marginality and persistent inequality across any of the full range of human differences.

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

Please state the *color* of the text

Blue

Red

Green

Black

Green

Red

Blue

Black

Black

Blue

Green

Red

Green

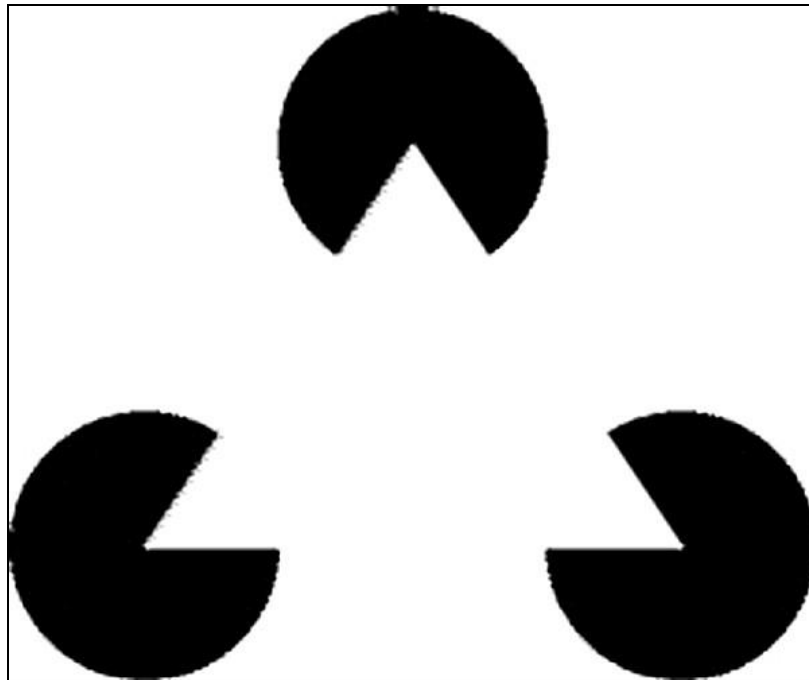
Green

Black

Blue

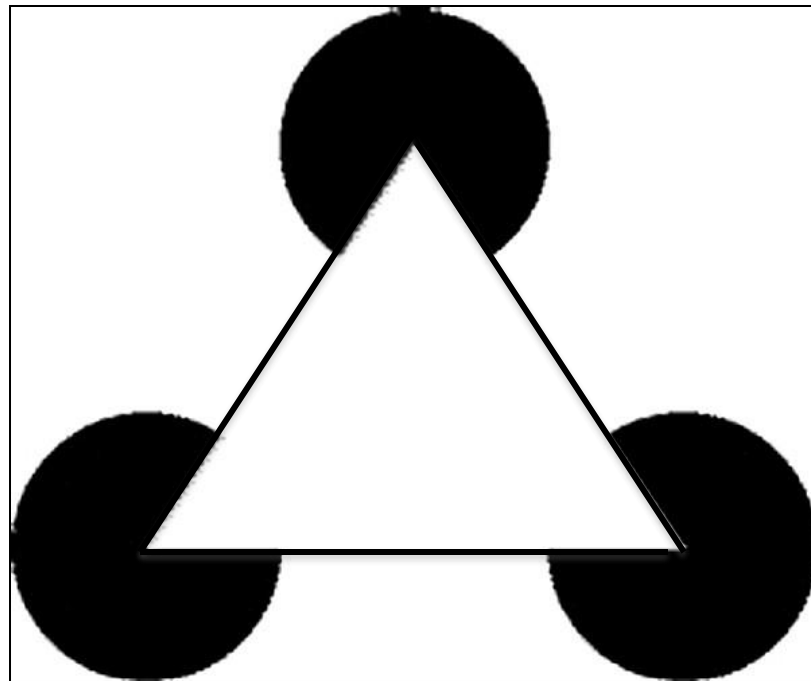
Our Brains in Action – Filling the Gaps

What shapes do you see?

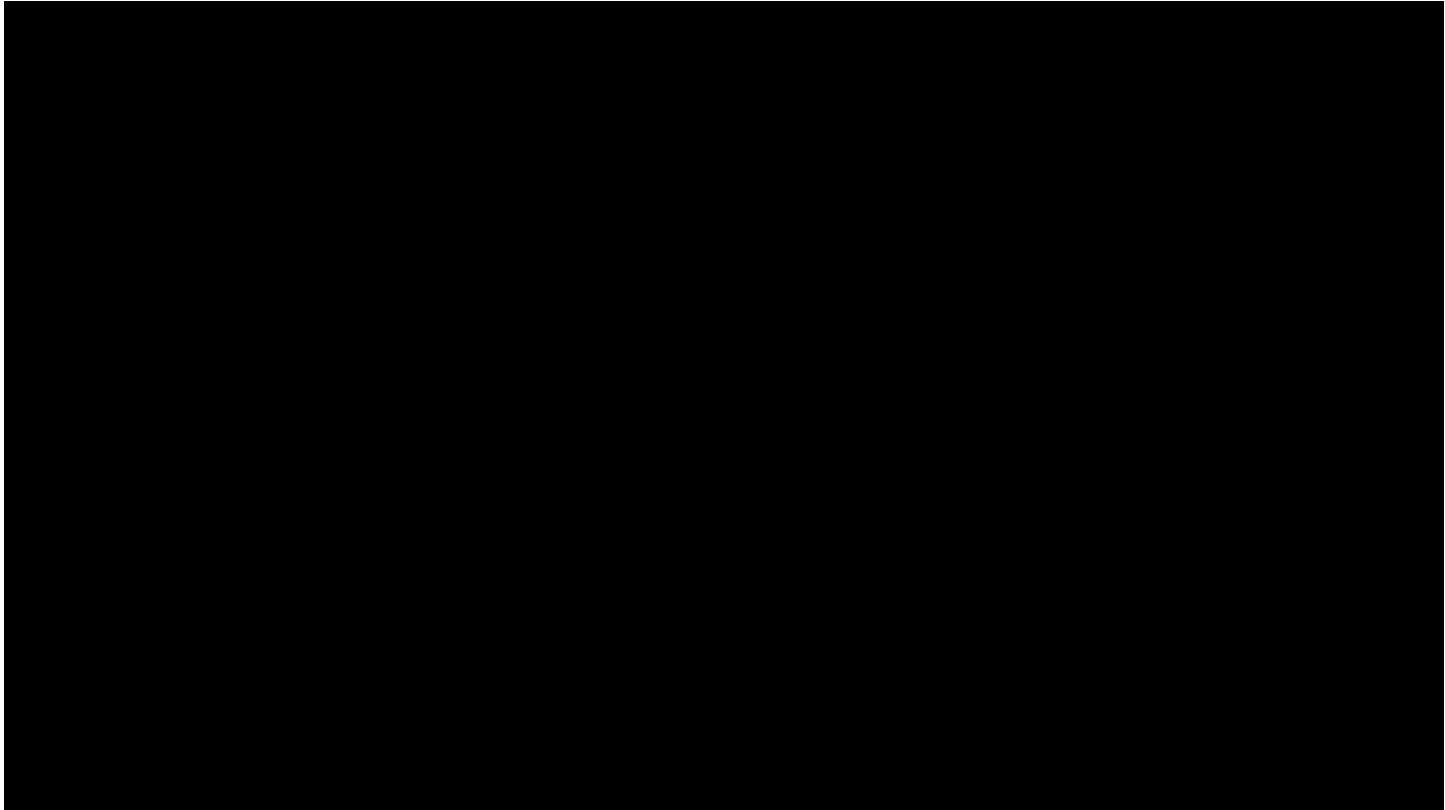


Our Brains in Action – Filling in the Gaps

**Our subconscious fills in the lines for us, to form a shape
we are familiar with**

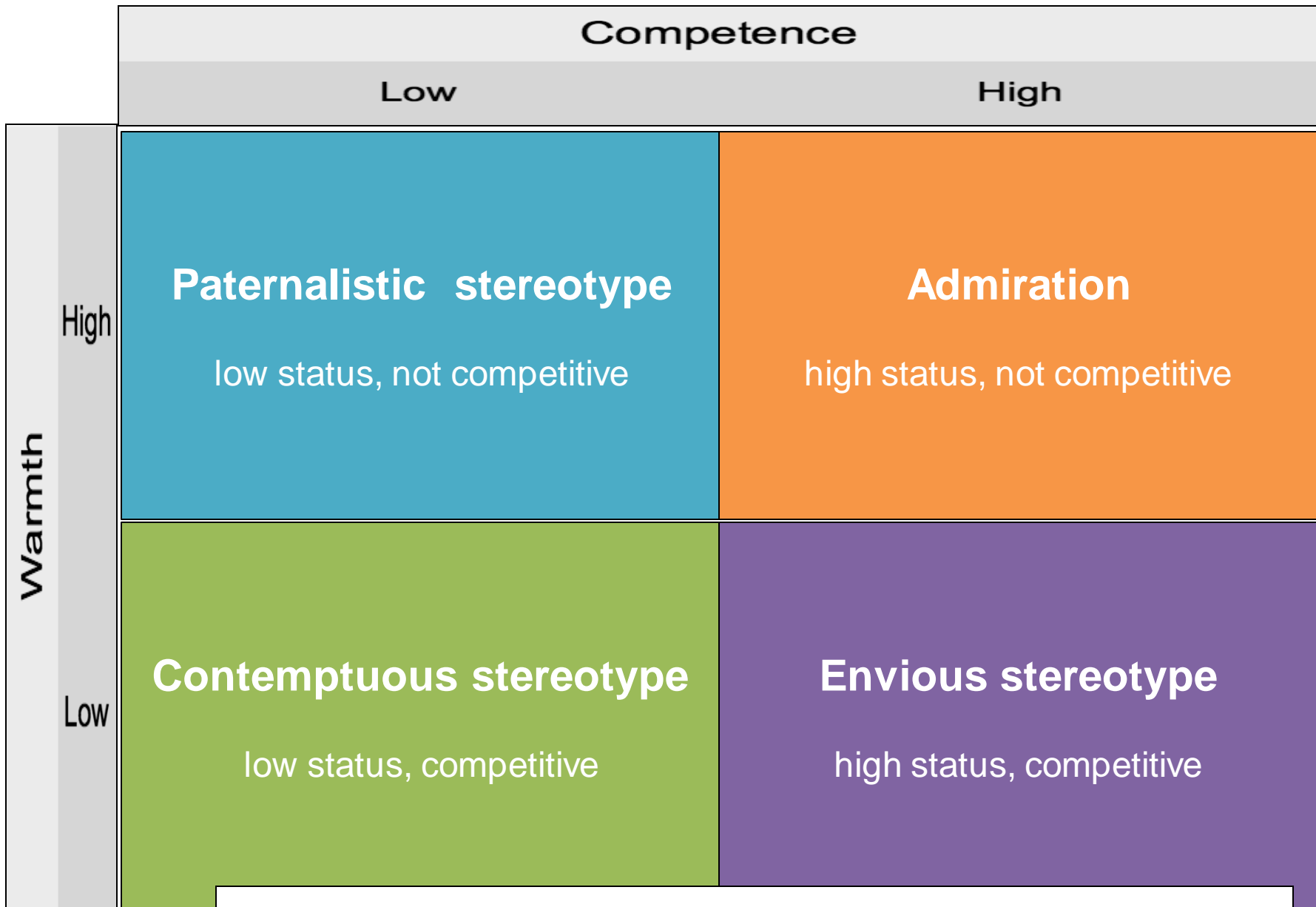


Awareness Test



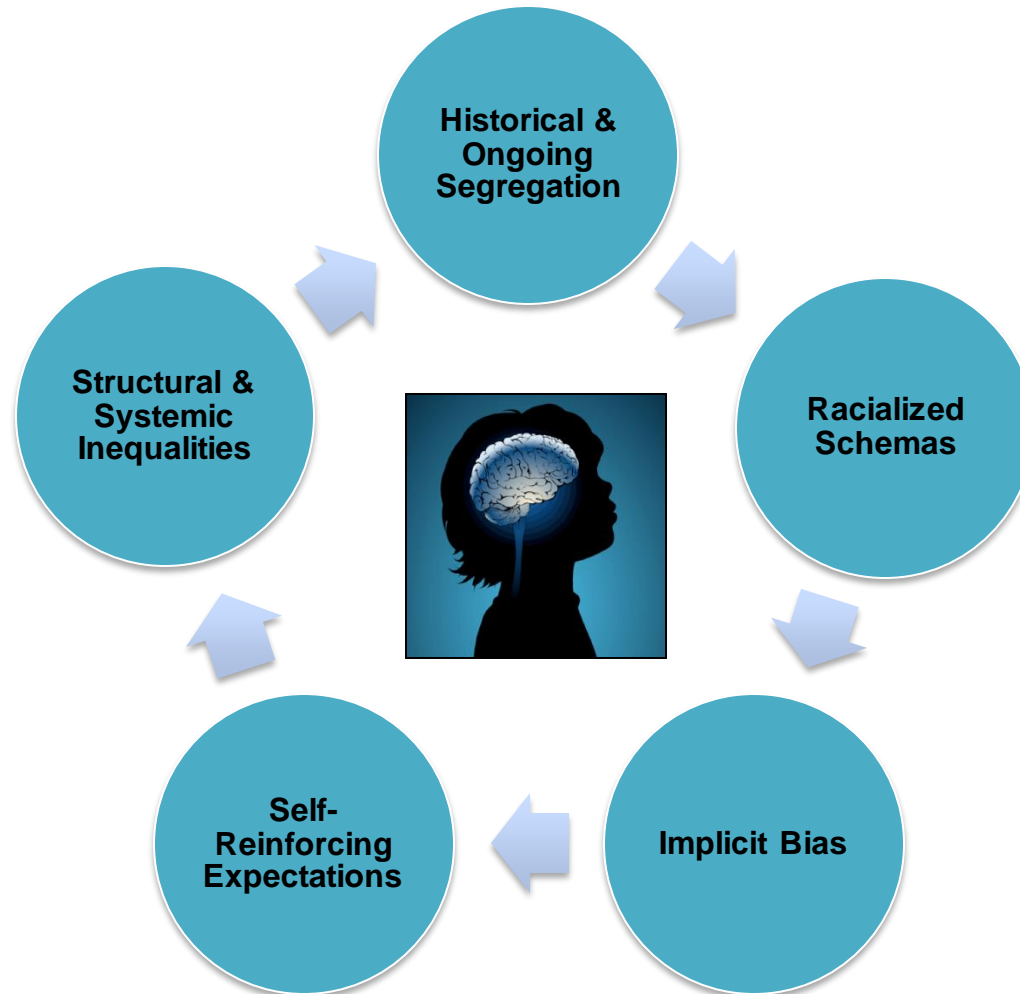
What Does This Have to Do With Philanthropy?

- 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**



Susan Fiske's Stereotype Content Model

The Cycle of 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

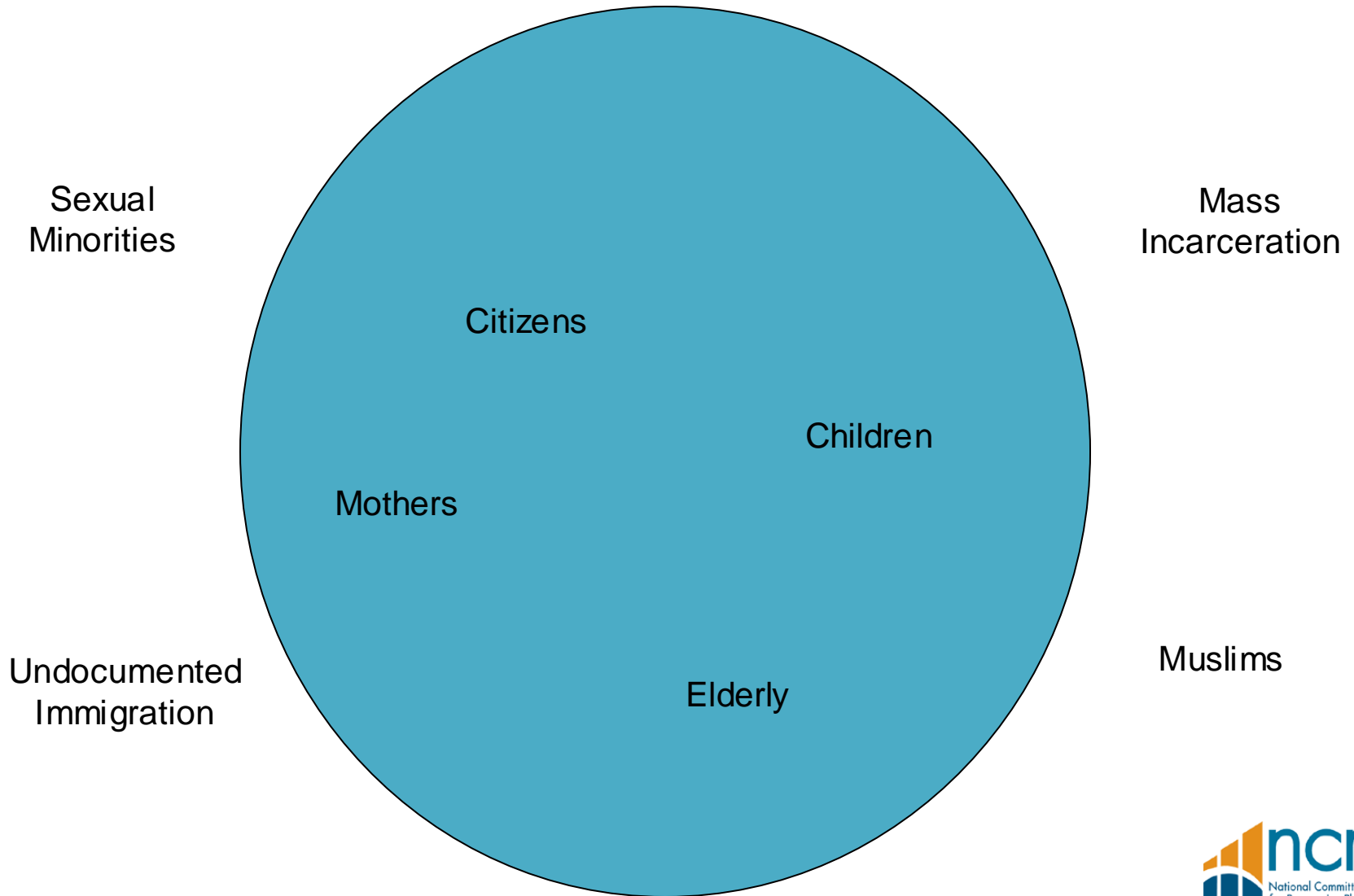
Cumulatively, these interactions reinforce or exacerbate already existing inequalities within and across systems

Marginalization

What are the ways structures can marginalize groups?

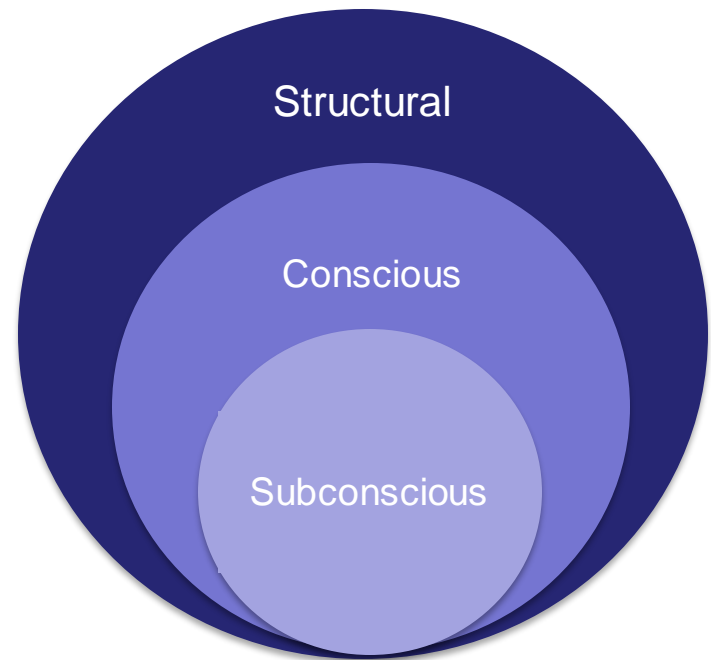
- Race, gender, class, sexual orientation, disability, religion, etc.
- Groups are pushed toward the edges or outside of the **circle of human concern** through a process of marginalization
- Although these groups may be comprised of vulnerable individuals, that vulnerability is not intrinsic; it is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

The Circle of Human Concern

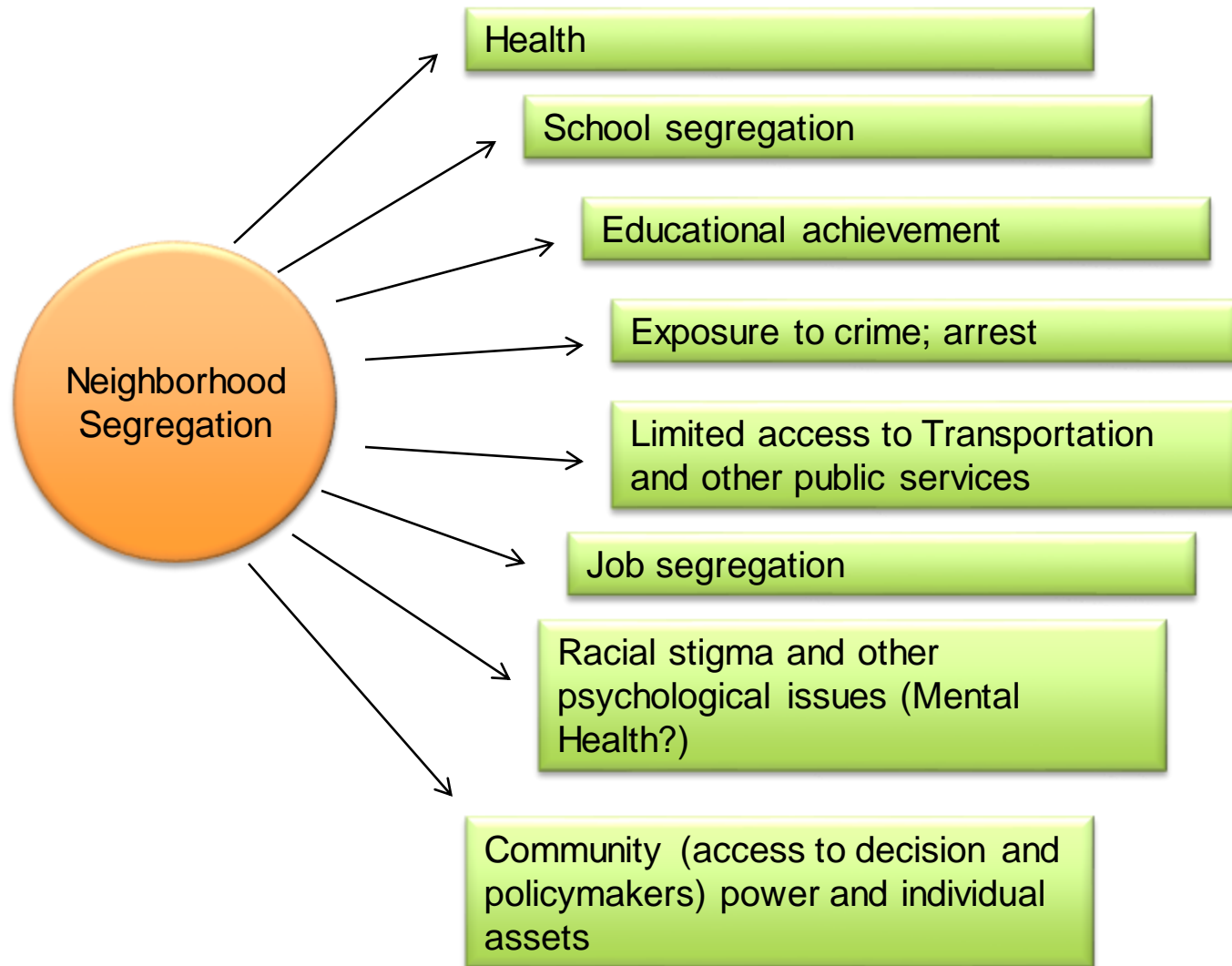


Stereotypes & Biases: Cognitively, We Cannot Avoid Them!

- 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



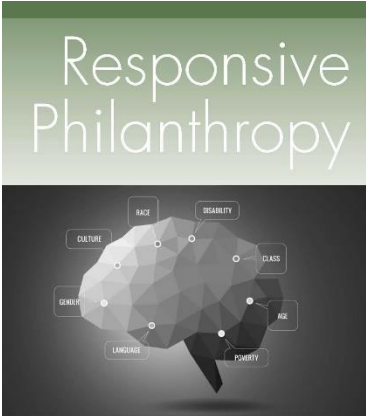
What Are You Trying to Do?

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



Responsive Philanthropy

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IN THIS ISSUE

Implicit Bias and Its Role in Philanthropy and Grantmaking By John A. Powell	1
Implicit Bias and Native Americans: Philanthropy's Hidden Minority By Oso, Eric Hoot	3
Gender Norms: The Missing Part of Gender Equity Philanthropy By Rebecca Weisberg	6
A More Progressive Approach: Recognizing the Role of Implicit Bias in Institutional Racism By Dr. Alicia Smith	9
A Message from the Executive Director	2
Member Spotlight	15

Implicit Bias and Its Role in Philanthropy and Grantmaking

By John A. Powell

Philanthropy has proven itself a powerful mechanism for working toward a more equitable society by challenging oppression and seeking to ensure social, economic and political change. No one can doubt that we have removed important barriers over the years, but new mechanisms for exclusion and marginalization are constantly emerging.



For example, we did not have mass incarceration when the Rev. Dr. King marched in Selma for voting rights, and we have since seen the emergence of new ways to suppress the vote.

Only recently have we begun to understand the complicated ways that race, gender and other modes of identity can interact with each other, structures and processes of the mind to result in marginalization. This article will focus on the processes of the mind. From when people explicitly and consciously support fairness, nonconscious processes can undermine their intentions through implicit bias. As we learn more about this complex phenomenon, it is critical that philanthropy

uses this knowledge to help move us toward greater inclusion and fairness – and that those in philanthropy realize their own susceptibility to implicit bias.

WHAT MIND SCIENCE TEACHES US ABOUT IMPLICIT BIAS
Studying implicit bias helps us to understand how we can embrace fairness at the conscious level, not yet undermine fairness at the implicit/nonconscious level. For example, in recent years, a continuation, and in some cases, increase of racial stratification (seen in incarceration rates, health, home ownership, education and life expectancy) have strengthened the claim that race-

(continued on page 12)

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

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www.racialequity.org