

Understanding Implicit Bias

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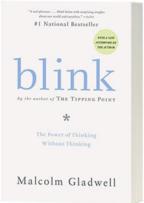


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Malcolm Gladwell

"Blink": About our snap judgments about people and things

"Thinking without thinking"



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Goals of this training

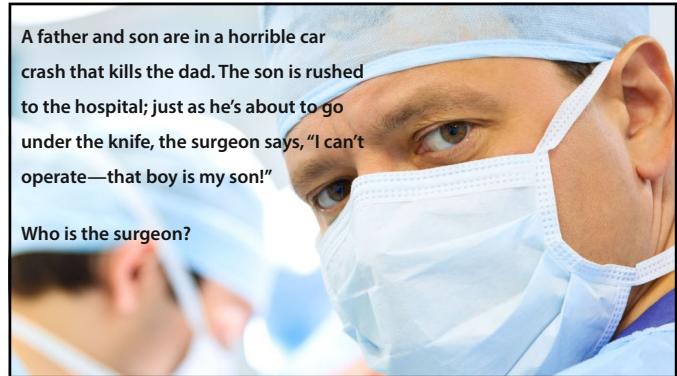
- Recognize your own human biases
- Understand how implicit biases can affect your perceptions and behavior
- Understand how biased based responses whether it is in policing, or other fields, impacts the community and society



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A father and son are in a horrible car crash that kills the dad. The son is rushed to the hospital; just as he's about to go under the knife, the surgeon says, "I can't operate—that boy is my son!"

Who is the surgeon?



Introduction

- This topic is difficult, raising sensitive yet critically important issues
- All people, even well-intentioned people have biases.
- We'll discuss various biases
- We'll what social-psychology has taught us.



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Heuristics

Biases are also known as heuristics...

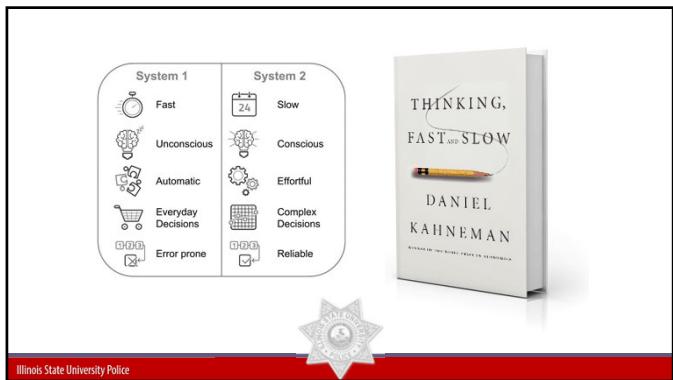
Heuristics are simple, efficient rules which people often use to form judgments and make decisions. They are **mental shortcuts** that usually involve focusing on one aspect of a complex problem and ignoring others.



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Explicit vs. Implicit

EXPLICIT bias

- A person with explicit biases (e.g., racist) has conscious animus towards groups, is unconcerned, will tell you about it.

We need to recognize our unconscious biases—called **“IMPLICIT BIASES”** --so we can implement bias-free behavior



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Fundamental Concepts of Human Bias

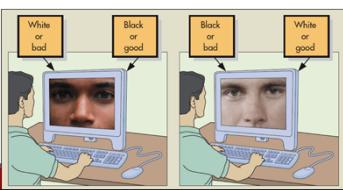
- Bias is a normal human attribute—even well-intentioned people have biases
- Biases are often unconscious or “implicit”
- Implicit biases manifest even in individuals who, at the conscious level, reject prejudices and stereotyping
- Implicit biases can influence our actions
- Understanding how implicit bias can affect our perceptions and behavior is the first step to “override” implicit bias



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How can Implicit Bias be measured?

- Implicit Association Test (IAT)
- Implicit.Harvard.edu
- Implicit bias is “fluid”



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Understanding Human Bias



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Susan Boyle – Britain's Got Talent



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Susan Boyle

Why were people surprised when she began to sing?

Was the immediate reaction of the audience and judges justified?



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Susan Boyle helps us explore...

As humans we prejudge

We attribute certain characteristics to them

We prejudged Susan and drew conclusions about whether she could sing....

◦ So to understand/explore implicit bias: Three questions



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Understanding Implicit Bias:

Whom do we pre judge?

- We prejudge people we don't know
 - We prejudge "ambiguous stimuli"
- Social Illusion



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Understanding Implicit Bias:

What determines the characteristics we attribute to them?

- Group stereotypes/biases
- Stereotypes are generalizations about groups- often based at least in part, on facts.

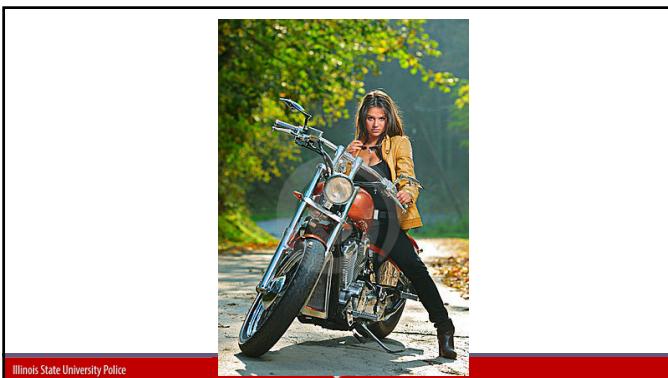


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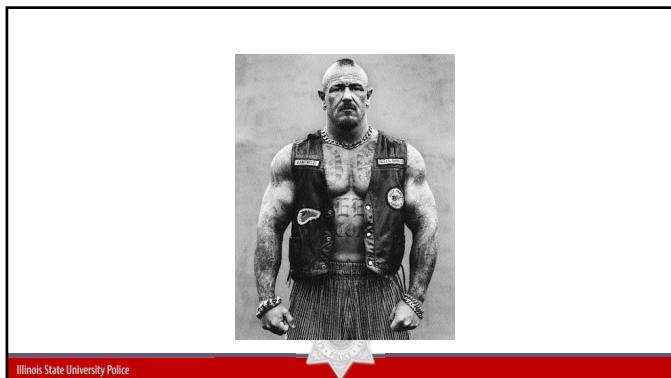
What stereotypes might people attribute to these individuals?



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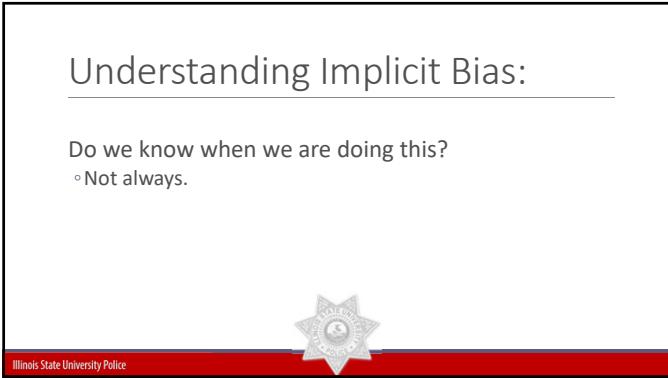


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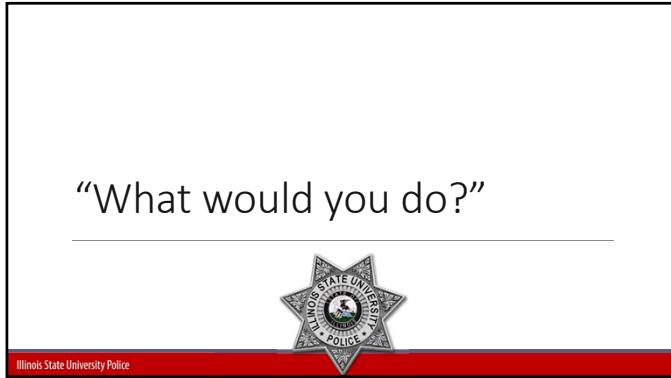
How about these groups?

Priests
Boy Scout Troop Leaders
Politicians
Postal workers
College students
Lawyers

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Understanding Implicit Bias:

Do we know when we are doing this?

- Not always.

“What would you do?”



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Video Discussion

How do you think stereotypes impacted this scenario?

Do you think their responses were conscious?



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Dehumanization



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Homeless

What stereotypes do we assign to the homeless?

How do people in our society react to the homeless?



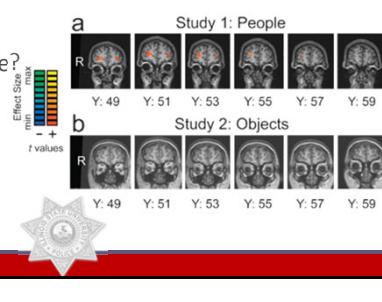
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Susan Fiske Study

Humans vs. Objects

Does it apply elsewhere?

- Gender violence?
- Genocides?
- Politics?



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The Race-Crime Association Studies

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Research has documented implicit biases linked to

Ethnicity and race (e.g., Nosek, Banaji and Greenwald, 2002)

Gender (e.g., Banaji and Hardin, 1996)

Sexual orientation (e.g., Dasgupta and Rivera, 2008)

Body shape (e.g., Bessenoff and Sherman, 2000)

Age (e.g., Perdue and Gurtman, 1990), etc. etc.

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Relevant to Humans in ALL professions

Current studies focusing on

◦ **Doctors, nurses** (e.g., Van Ryn & Saha, 2011)

◦ Biases on the basis of race, class, weight

◦ **Lawyers, prosecutors and judges**

◦ Gender (e.g., Levinson & Young, 2010)

◦ Race/ethnicity (e.g., Smith & Levinson, 2012)

◦ **School teachers** (e.g., Van den Bergh et al, 2010)

◦ **Law Enforcement** (e.g., Correll et al., 2007; Peruche & Plant, 2005)



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The “Shove” Study- Duncan (1976)

White undergraduates viewed 2 nearly identical videos

1. A black person is seen shoving a white person
2. A white person is seen shoving a black person

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The “Shove” Study

Study: How did people interpret the shove by the Black versus the shove by the White?

Result: The “shove” was perceived as more threatening when performed by the Black person

Replicated and showed this was true for both White and Black participants.

These results indicate that people are inclined to think Blacks are more aggressive.



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The Visual Perception Study

Subjects were “primed” with Black male faces, White male faces, or no faces

Completed object recognition task

◦ (Eberhardt, Goff, Purdie, & Davies, 2004).

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Levels of Degradation



#Frame 261

Crime Relevant Object



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Crime Relevant Object



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Crime Neutral/Irrelevant Objects



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Priming: a background science

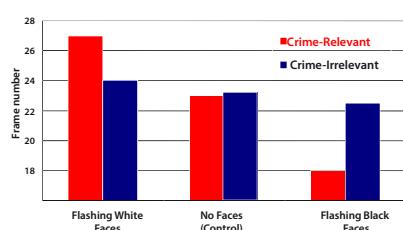
When two concepts are linked in our minds, when one is brought to the fore, the other one is close behind.

Can you give any examples of how “priming” can happen in policing?



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Object Identification



Results: Affirmed a Black-Crime Implicit Bias

Exposure to **Black male faces** facilitated the identification of crime-relevant objects.

Exposure to **White male faces** inhibited the identification of crime-relevant objects.



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Correll Study

We will see slides of backgrounds and then a person will appear—very quickly—with something in his hands.

Shout “Threat” if you see a threat

[Silent if no threat]



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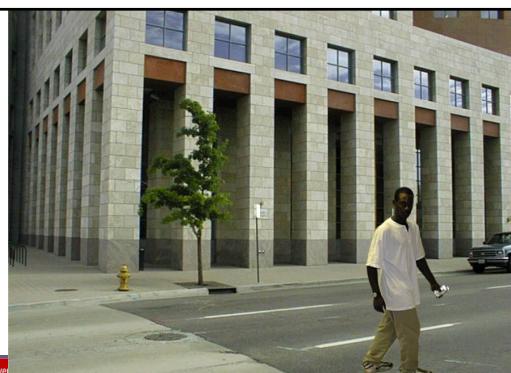
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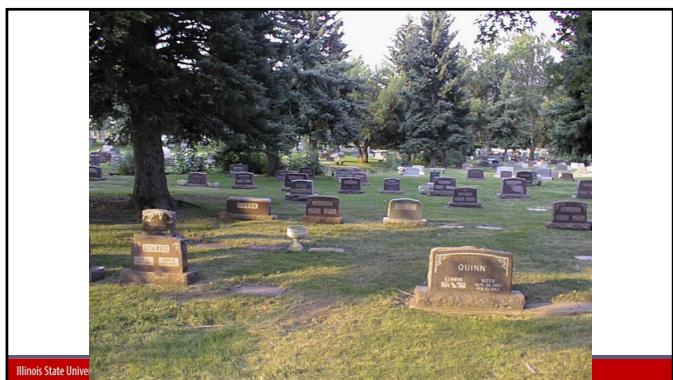
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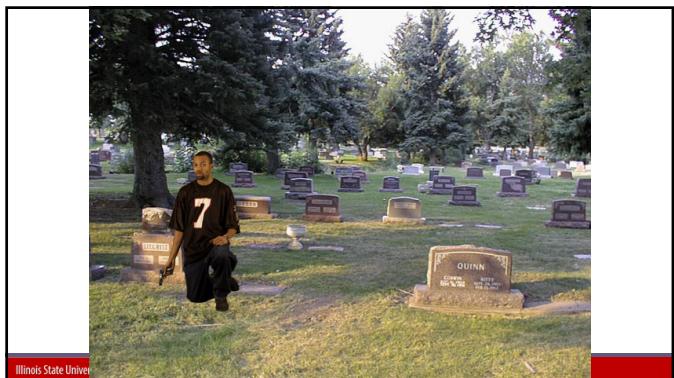
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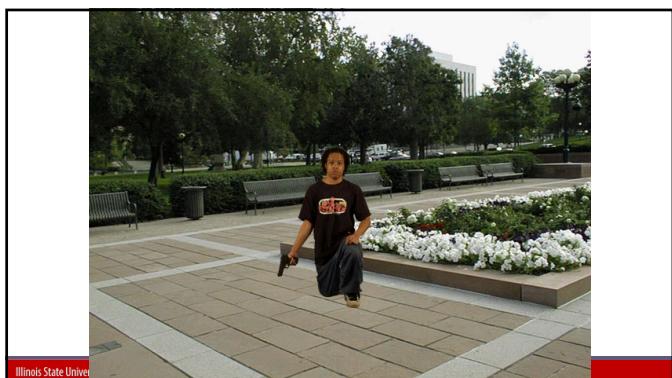
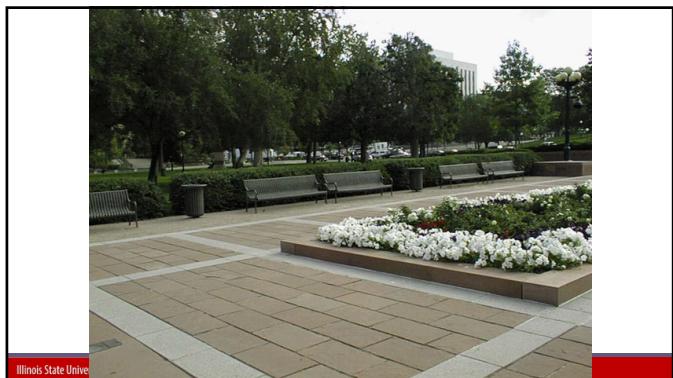


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Correll Results: Race Made a Difference

Speed: Participants shot a White armed man slower than a Black armed man.

Errors: Participants were more likely to shoot an *unarmed* Black man than an unarmed White man.

(Correll, 2002)



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The Muslim-Headwear Effect Study

Research volunteers played a computer game that showed apartment balconies on which different figures appeared, some wearing Muslim-style headwear or hijabs and others bare-headed.

They were told to shoot at the targets carrying guns and spare those who were unarmed.



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The Muslim-Headwear Effect Results

People were much more likely to shoot Muslim-looking characters even if they were carrying an "innocent item" instead of a weapon.

(Unkelbach,Forgas & Denson, 2008)



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Gender and Crime Implicit Bias

In this same study, they also varied the “targets” by gender

They found the expected gender effect: Subjects were **more likely to shoot men than women** even when the men were harmless.

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Blink responses linked to crime

The studies above show link between Blacks, Muslims and men to crime.

Which other groups does society link to crime?

- What groups do we link to NON-crime?

The science shows that mere knowledge of a stereotype produces an implicit bias

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The Race-Crime Implicit Bias Linked to Policing

Police Officers may:

- Increase their scrutiny of people of color
- Interpret ambiguous behavior on the part of people of color as more threatening (**over-vigilant**)
- Respond to people of color more aggressively, as criminals
- Under-respond to Whites, Asians, females, etc. (**under-vigilant**)

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Implicit Bias Manifests in Non-Prejudiced People

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“I have a _____ friend, I can’t be biased.”

Implicit bias manifests even in non-prejudiced people

Exists even in individuals who consciously hold non-prejudice ideals/attitudes

- For example, many minorities have a race-crime/danger implicit bias (Shove Study)....

Inverse relationship: The more unbiased you think you are, the more biased your behavior. (Pronin and Schmitt, 2012)

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Profiling by Proxy

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Profiling by Proxy

Our message has been: "Recognize your OWN biases"

But you must be aware other people's implicit biases too

- Don't let THEIR biases impact YOUR behavior



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2018 Examples #WhileBlack

- Starbucks in Philadelphia
- Yale University
- Oakland Park BBQ Becky
- Newport Nancy
- Permit Patty
- Lawn mowing
- Swimming pools



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Addressing Our Implicit Biases



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Remedies for our implicit bias

#1. Reducing our implicit biases

#2. Recognizing our biases and thwart their impact on behavior.



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Reducing implicit bias:

- (a) Contact theory
- (b) Exposure to counter-stereotypes



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Contact Theory: Reducing Implicit Bias

Positive contact with other groups reduces both conscious and implicit biases.

Biases against a specific group are weaker in people who have had **positive-personal** contacts with those groups

- Muslims
- Native Americans
- LGBT
- Poor people
- etc.



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Personal Contacts and Implicit Biases in Officers

Peruche and Plant (2006) Measured implicit bias on the part of officers using shoot/don't shoot simulator.
Found that:

- Police, just like anyone else, manifest implicit racial bias
- But implicit racial/ethnic bias is weaker in officers who report positive interpersonal contacts with racial/ethnic minorities



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Exposure to Counter-Stereotypes

We can weaken our biases through exposure to “counter stereotypes”

- If repeatedly exposed to police officers who are friendly ...
- If repeatedly exposed to professional African Americans...
- If repeatedly exposed to non-violent Muslims...



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Countering Stereotypes

Awareness of stereotype portrayals

- Movies, news, commercials, social media
 - Challenge what you see and hear
- Watch for those using the “all____are____.” labels
 - Challenge individuals who make those statements



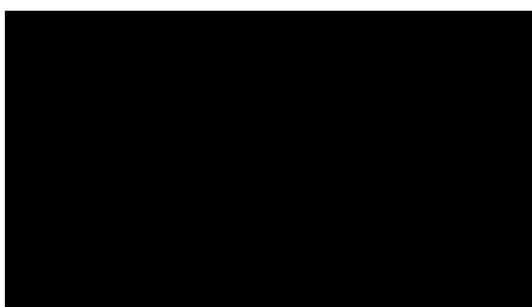
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What is happening here?



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What did it look like to you?

CHALLENGE WHAT YOU
THINK YOU SEE



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Pantomime Debrief

Some saw: medical emergency, crime in progress, etc.

Point: People can interpret the same ambiguous stimuli differently

Challenge what you THINK you see!!!



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<https://www.youtube.com/watch?v=kzz5Ae-Jq0s>

Questions?

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