



Implicit Bias

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So, What is Implicit Bias?

- Learned attitudes or stereotypes that exist in our subconscious and can involuntarily affect the way we think and act
- Also known as unconscious bias



Types of Implicit Bias

Gender Bias

Happens to individuals who assume a specific gender is better equipped to handle an occupation

Race and Ethnicity Bias

Prejudice or discrimination against people/group because of their race/ethnicity

Ability Bias

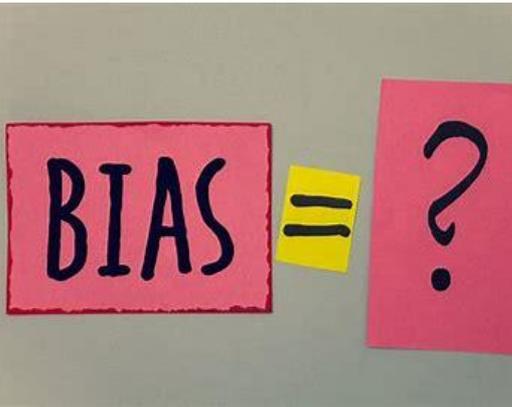
People who favor those who possess skills and talents similar to their own

Age Bias

Prejudice or discrimination against people/group because of their age

Why is it important to recognize it?

- You can affect people without knowing
- More inclusive workspace



Bias are like danger detectors

Bias uses the
“automatic” or “fast”
brain to keep us safe

Safe

Familiar, same

Unsafe

Unfamiliar,
different

Good or Bad thing?

Neither!

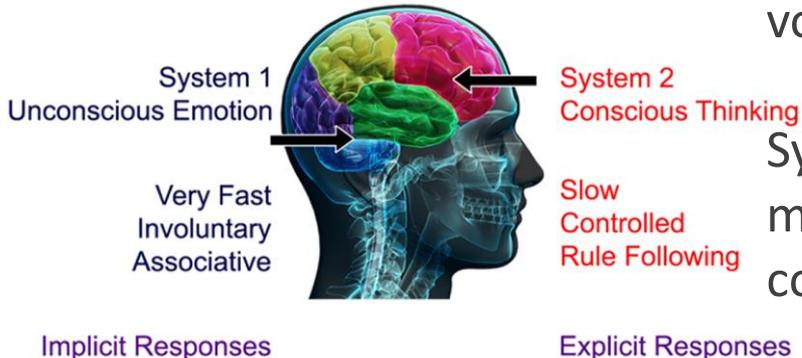
- It can usually be seen as a negative thing but its neither bad nor good
- It makes you human
- However, it can have a good or bad impact

Why does it occur?

Our conscious brain can overcome the unconscious bias

To do it you have to slow down and use the thinking part of the brain

Two Decision Making Routes



System 1 works automatically and quickly, with little or no effort and no sense of voluntary control

System 2: allocates attention to the effortful mental activities that demand it (e.g. complex computations)

Examples/in the workplace

- Having a person who is POC/blue collared/ a women/person with disabilities candidate do more than they have to in order to be “better safe than sorry”
- “Assertive women are difficult”
- Names that don’t sound American can cause difficulty to get even an interview
- Non-white hairstyles and textures are considered “less professional”

What can we do about implicit bias?

- Become aware
- Apply practices
- Make policies
- Be accountable

Tools for change:

- 1) Recognize the bias that exist. Ask yourself would people of a different race/gender or etc to you be treated in the same way?
- 2) Slow down decision making. Take time to reconsider decisions before quickly reaching the wrong conclusions about things(or people)
- 3) Question stereotypes
- 4) Challenge/monitor each other

Implicit Attitude Test (IAT)

- The test utilizes a computer program to show respondents a series of images and words to determine how long it takes someone to choose between two things

<https://implicit.harvard.edu/implicit/takeatest.html>

How to get rid of bias?

You can't

It is important to understand implicit bias and take a moment and think

However, you can you what you learned to prevent implicit biases from negatively impacting others.



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THANK YOU & QUESTIONS

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