

# Understanding Implicit Bias



## TODAY'S DISCUSSION

### Topics to Cover

- Diversity, Equity & Inclusion
- Cultural Competence & Cultural Humility
- Implicit Bias and how it impacts our interactions
- Understand Microaggressions
- Uncovering & Mitigating Bias



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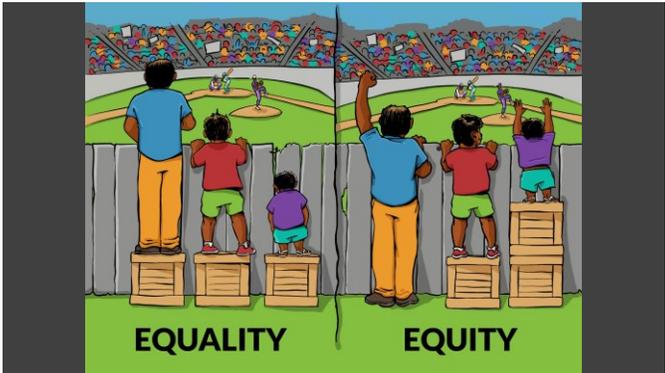
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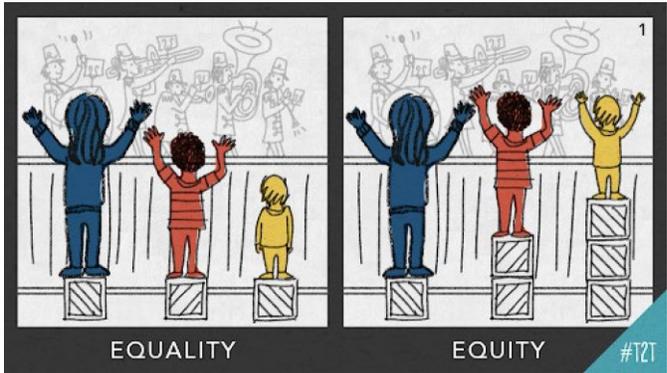
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**CULTURAL COMPETEMILITY**

Cultural Competence  
+  
Cultural Humility

Online Journal of Issues in Nursing

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**CULTURAL ICEBERG**

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Let's Talk  
**BIAS**

**Def.** A prejudice in favor of or against one thing, person, or group compared with another usually in a way that is considered to be unfair.

*Biases may be held by an individual, group, or institution and can have negative or positive consequences.*

**2 TYPES:**

- Conscious bias (also known as explicit bias)
- and
- Unconscious bias (also known as implicit bias)

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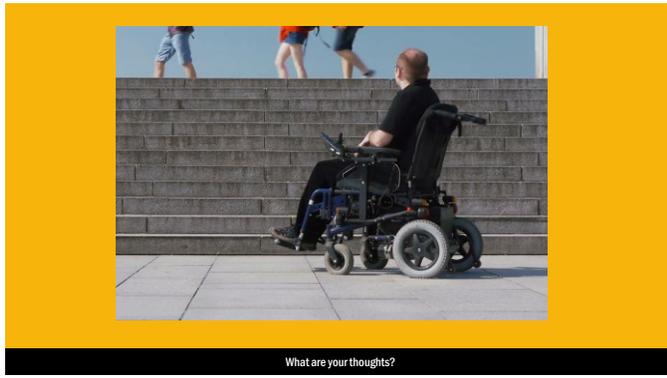
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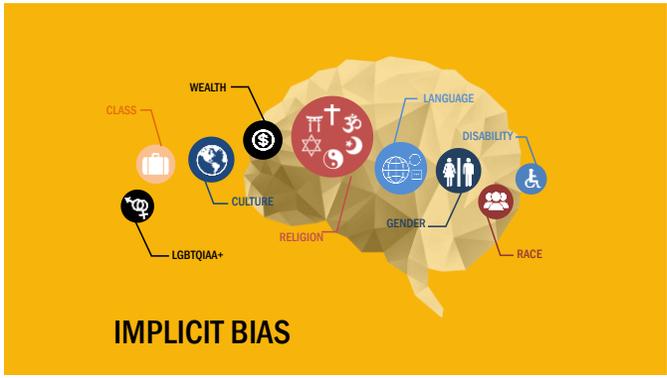
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Just so you know...

**NO ONE IS EXEMPT!**  
*We are all impacted by stereotypes and implicit bias.*



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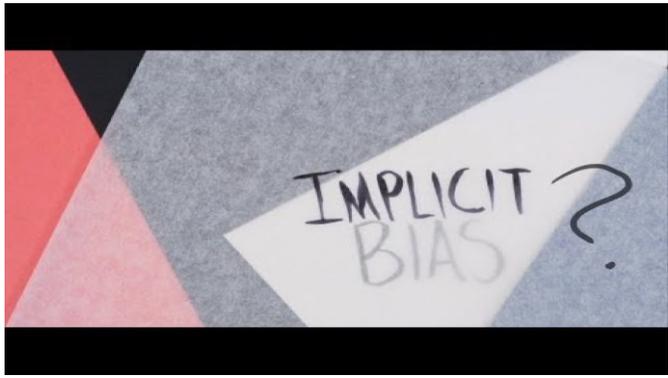
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**UNCOVERING OUR BIASES**

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## IMPLICIT ASSOCIATION TEST

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## Our biases impact our interactions:

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## IMPLICIT BIAS IMPACTS OUR INTERACTIONS

### MICROAGGRESSIONS:

def.: A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

*(usually by well-intentioned people who may be unaware that they have engaged in such biased and harmful behavior.)*

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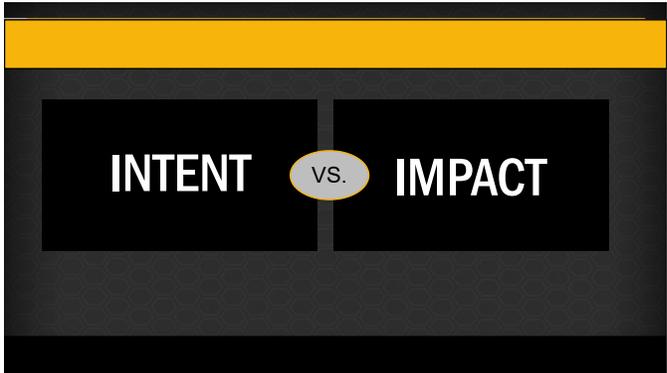
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**Potential Bias Impact on Title IX Investigations**

- Can impact how officers/investigators/panelists/etc. view witness credibility due to their identity
- Can have an affect on the perception of the reporting party/responding party/witnesses of social groups to which either are members
- Can create disparities in outcomes based on identity

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**Let's Mitigate Our Biases**

**ACKNOWLEDGE** – we all have them  
**BE AWARE** - self-awareness.  
**EMBRACE DISCOMFORT**  
**EDUCATION & EXPOSURE.**  
**ACCOUNTABILITY**

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**THANK YOU!**



**Nikki McGruder, MBA**

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