



Deep Diversity

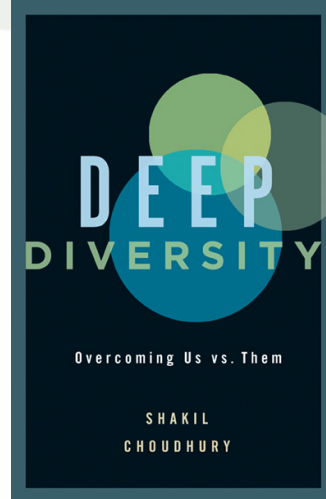
Overcoming Us vs. Them

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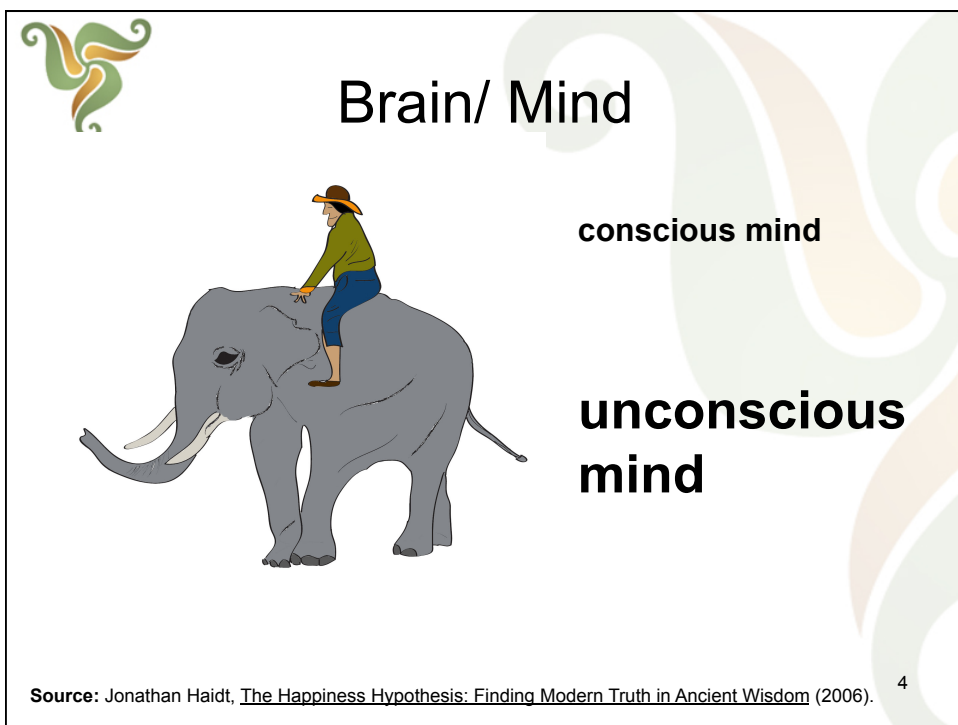


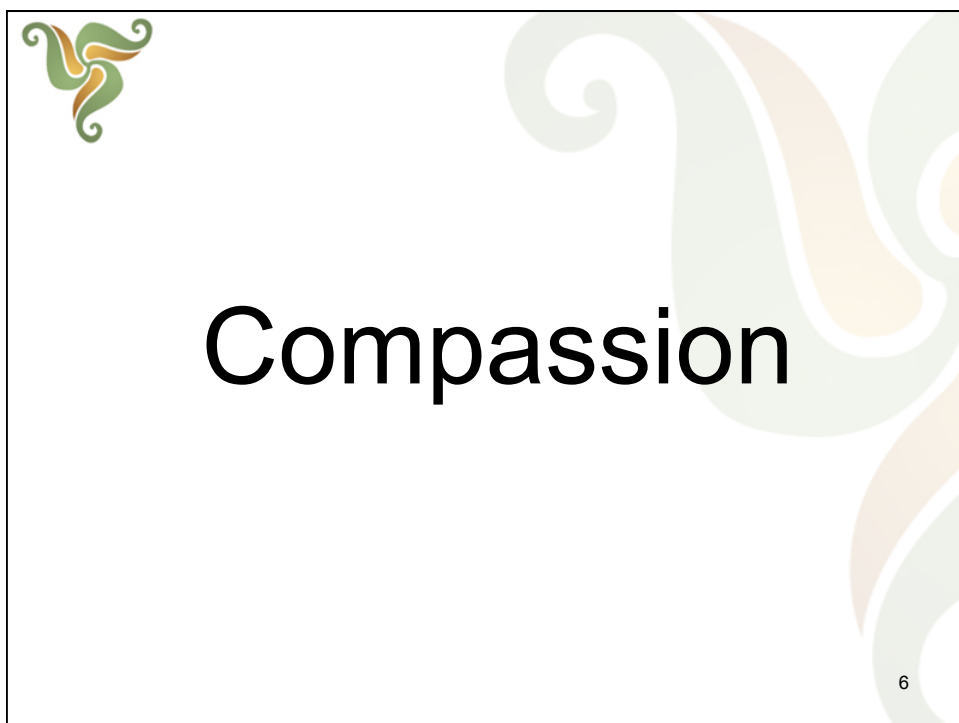
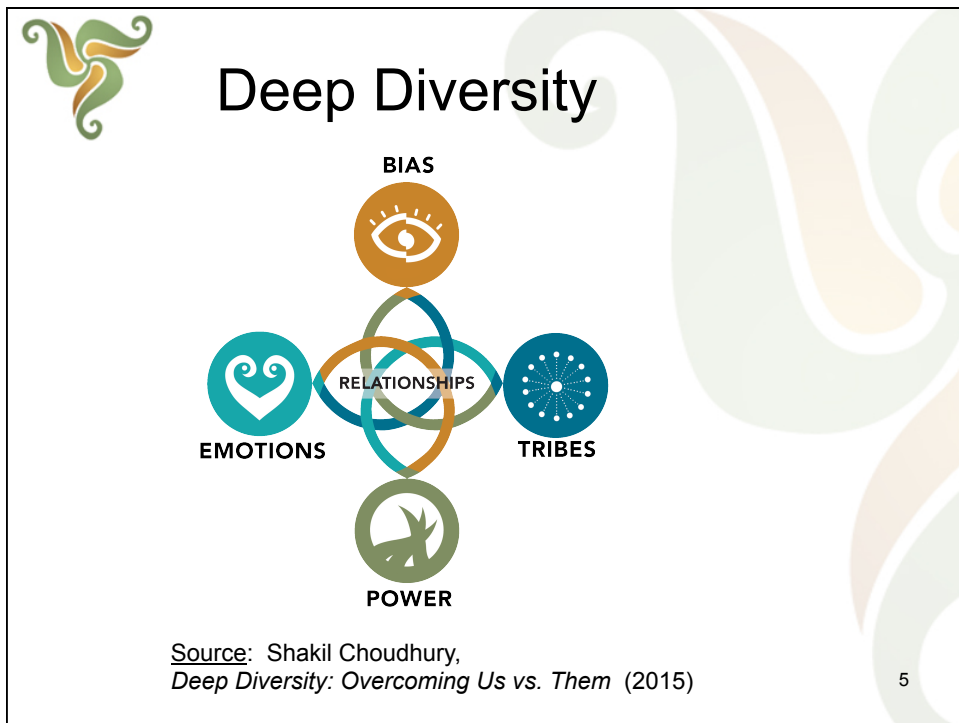
Mind Sciences


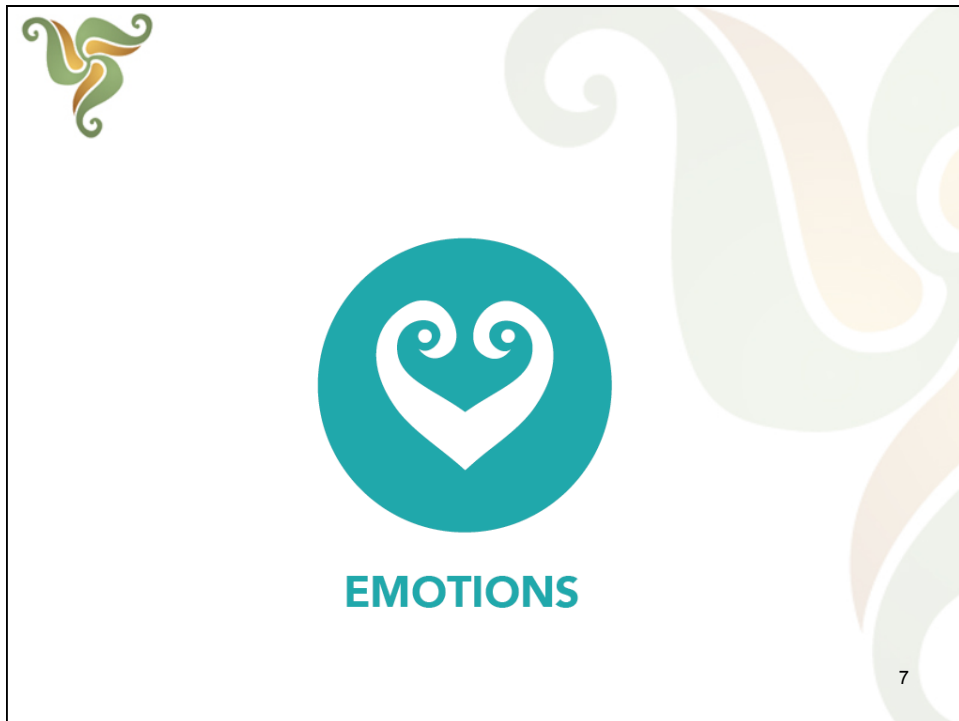


Credit: Digitalbob8/ Creative Commons

- Stereotypes and prejudice are a normal function of our minds.
- Part of how we perceive, categorize, remember and learn.







Emotions: Invisible and Controlling


Non-verbal Exchange Study:

- three silent strangers facing each other in a room
- moods transmitted by the one who is most emotionally expressive

Study of 70 Work Teams In Meetings

- all shared the same mood within 2 hours
- same results independent of team success or failures

Source: Goleman, Boyatzis and McKee, Primal Leadership: Learning to Lead with Emotional Intelligence (2002).





Emotions & Identity

We tend to have greater empathy for those most like ourselves.

Anxiety, fear, vigilance and other emotions recorded in the amygdala, especially regarding race and skin color.



Sources: J. Gutsell and M. Inzlicht, Empathy Constrained: Prejudice Predicts Reduced Mental Simulations of Actions During Observations of Outgroup (2009).

JJ Van Bavel and WA Cunningham, A Social Neuroscience Approach to Intergroup Perception and Evaluation (2009).

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Dehumanizing Others

Our brain tends to register racial others, especially minorities, as objects/things rather than as humans.



Sources: Dora Capozza, Luca Andrighetto, Gian Antonio Di Bernardo, and Rosella Falvo, "Does Status Affect Intergroup Perceptions of Humanity?," *Group Process & Intergroup Relations* 15,3 (2012), 363–77.

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Key Competencies

Self-Awareness

Self-Regulation

Empathy

Relationship-Building & Conflict Skills

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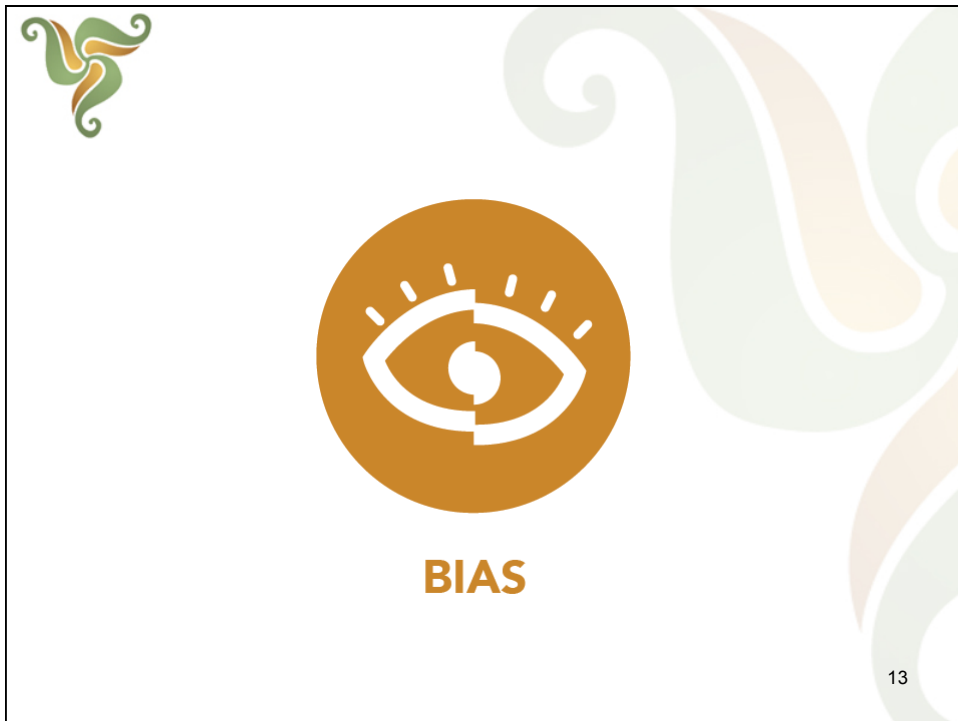


Process Point

How does the information on emotions help you reflect on your:

- Professional life past/present?
- Personal life?

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Implicit Bias

Definition:

Hidden or unintentional preference for a group based on race, gender, sexual orientation, disability, etc.

An indirect form of prejudice that is rooted in the unconscious mind.

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Our Implicit Bias

- All humans have implicit bias
- People are unaware of their implicit biases
- Implicit bias is less visible to ourselves
- People differ in levels of bias and can change over time
- Minority groups in society are most impacted by negative bias
- Majority groups are given preference, even by minority group members.

Test yourself online

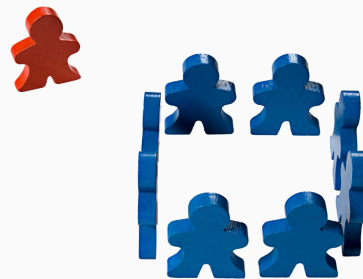
Project Implicit: www.implicit.harvard.edu

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Audit & Resume Studies

- White-sounding names are 40-50% more likely to receive call-backs for interviews.



Sources:

"Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination." Mullainathan, S., and Bertrand, M. *American Economic Review*, 2004

Philip Oreopoulos, "Why Do Skilled Immigrants Struggle in the Labor Market? A Field Experiment with Six Thousand Résumés," National Bureau of Economic Research and Canadian Institute for Advanced Research (2009).

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Confirmation Bias in Law



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"Caucasian" Thomas Meyer

"generally good writer but needs to work on..."

"has potential"

"good analytical skills"

"African American" Thomas Meyer

"needs lots of work"

"can't believe he went to NYU"

"average at best"

Source:

Arin N. Reeves, "Written in Black and White," Yellow Paper Series, Nextions (2014).

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Risk Factors

Risk factors for bias:

1. Emotional states
2. Ambiguity
3. Salient social categories
4. Low-effort cognitive processing
5. Distracted or pressured decision-making
6. Lack of feedback

Source:

Helping Courts Address Implicit Bias, National Center for State Courts (2009)

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Bias Reduction in Law

Suggestions:

- Implicit bias training
- Increase self-awareness/management
- Target judicial leaders
- Decision-making tools & clear assessment criteria
- Best Practices Checklists
- Feedback from Stakeholders
- Self-learning regarding systemic/historical legacies of racism, sexism.



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Process Point

How does the information on implicit bias help you reflect on your:

- Professional life, past or present?
- Personal life?

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We do not see things as they are...

We see things as we are.

-Hindu Proverb

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