

Implicit Bias, Ethnocentrism, and Cultural Relativism

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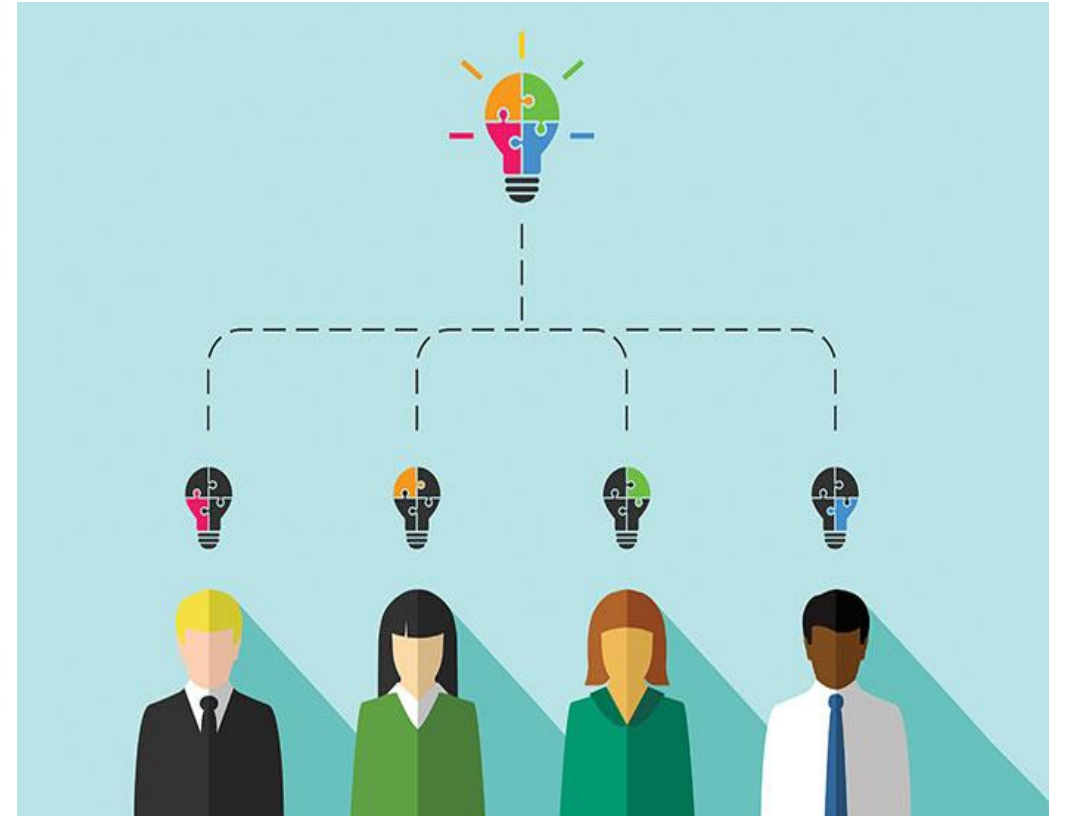
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Agenda

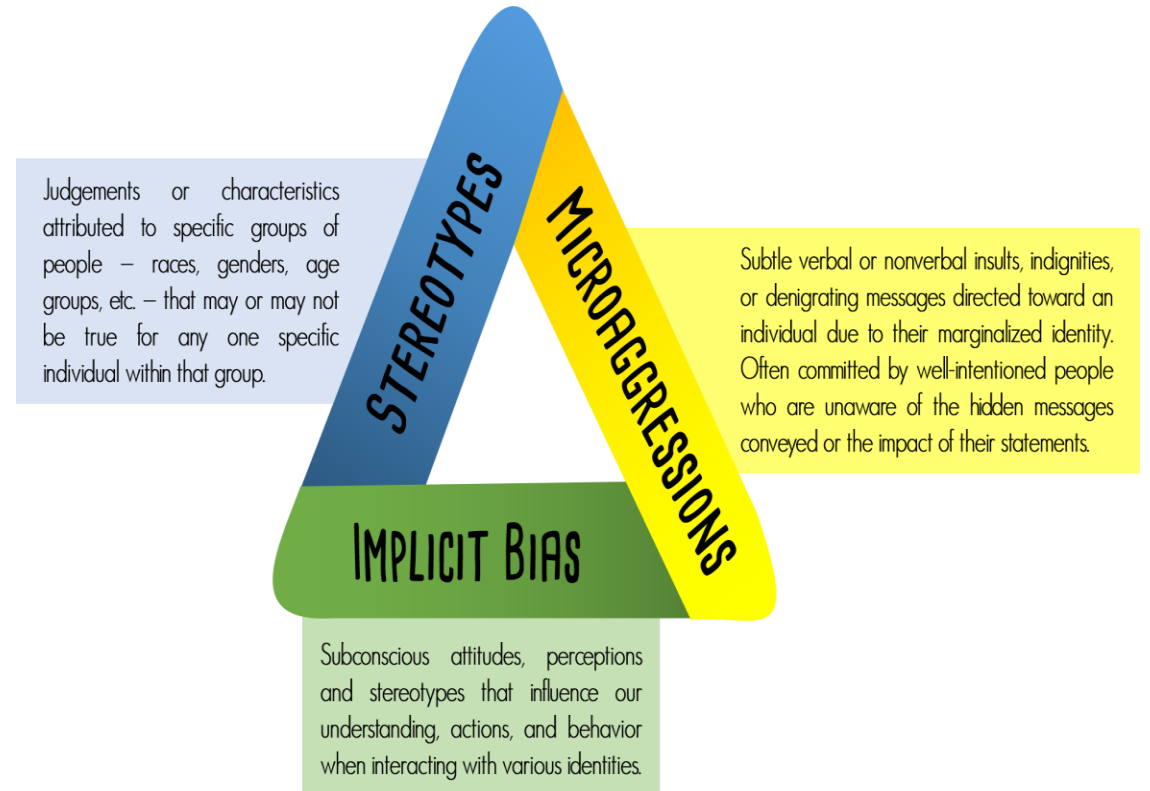
- Implicit Bias
 - Gain an understanding of implicit bias
 - The Neuroscience behind implicit bias
 - Real world examples of implicit bias
 - Discuss how to be cognizant of implicit biases in our thought process and interactions
- Cultural ethnocentrism versus cultural relativism
- Family Structure and different Ethnicities

If you are human, you have biases!



Definition

Implicit Bias is our judgement and/or behavior towards certain things and people that result from subtle cognitive processes that are developed through experiences whether actually ones we have had or seen or been told about via a variety of outlets.



What is Implicit Bias? Second Nature.

Implicit bias takes place in the brain and is unconscious. It happens at such a fast speed that we are not even aware that it is happening. It is those thoughts and feelings outside of conscious awareness and control that are implicit. It is almost like second nature



How Bias impacts marginalized communities.

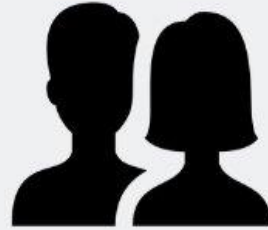
- Incarceration rates
- Sentencing disparities
- Disproportioned maternal death rates
- Employment opportunities
- Educational experiences
 - Suspension rates
 - Expulsion rates
 - Referrals to special education



The Types of Unconscious Bias We Need to Address



Beauty Bias



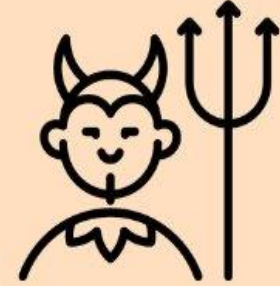
Judging people based on how they look.

Affinity Bias



Hiring people the same as ourselves.

Horns Effect



Negative assumptions cloud our judgement.

Confirmation Bias



Searching for evidence to back up first impressions.

Attribution Bias



How we perceive the actions of others.

Conformity Bias



Changing opinions to conform with the group.

Halo Effect



Perceived as having more positive traits than others.

Bias and In-groups & Out-groups

- Thinking of “in-groups” and “out-groups” helps us understand “otherness.” Studies show that people prefer their “in-group,” those they identify with due to similarities versus those in the “out group,” those they don’t identify with such as someone of a different race, socioeconomic class, gender, sexual identity, etc.



Examples of the damaging impact of Micro-Inequities in the workplace:

- Marginalizes and under-utilizes talent
- Impairs recruitment and retention
- Erodes an individual's performance
- Stifles innovation and growth
- Inhibits teamwork and collaboration
- Adversely affects business growth
- Erodes company brand



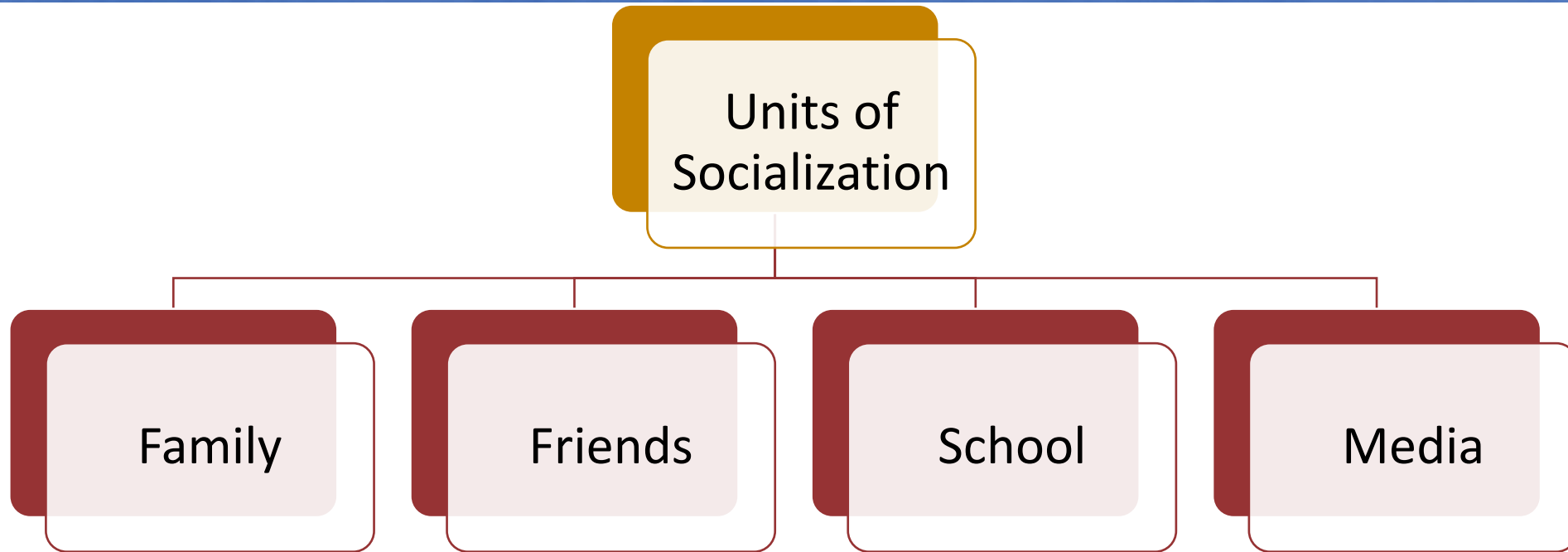
Counteracting Bias



Counteracting Bias



- Be aware of possible biases you may have and the situations in which you tend to exhibit them
- Be aware of possible biases you may make about someone in a group that is different from your own
- Consider **strategies your organization** can adopt for reducing implicit bias and discrimination generally
- Interact with people who don't have the same political views, race, ethnicity, sexual orientation and/or religion

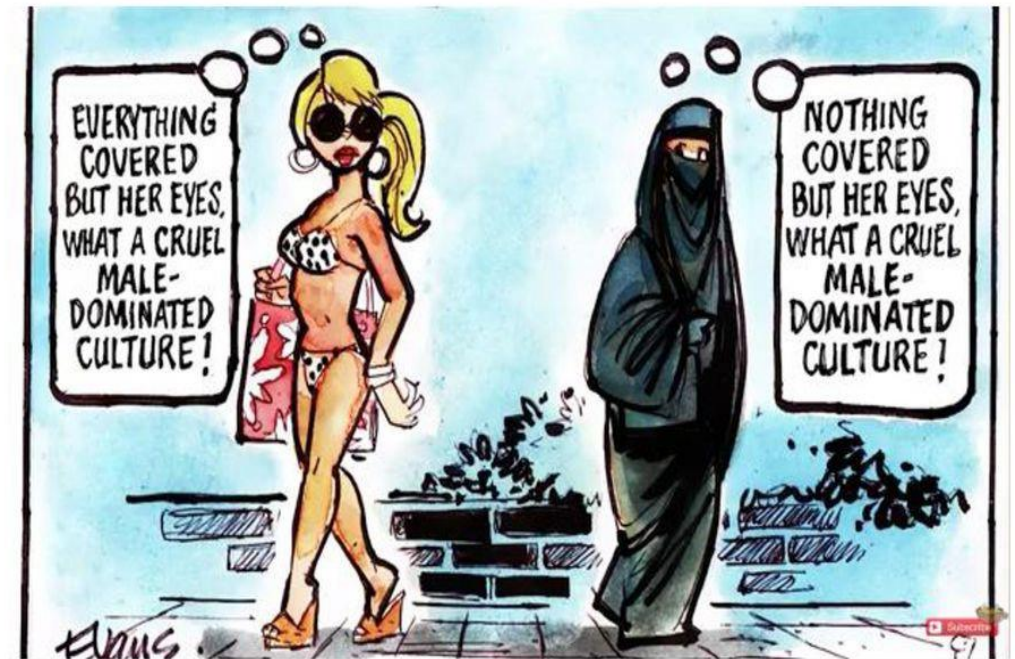


There are varieties of things that shape our biases. The primary units of socialization are family, friends (peers), school and the media. The units of socialization shape some of our biases. These units of socialization teach us/import in us our ideas about people and things that are different from what we typically interact with on a regular basis. Using these categories, we can navigate our daily interactions. The narratives we are either subject too or influenced by from our units of socialization help shape who we are as well as how we view others and the world.

Biases based on our Units of Socialization

Ethnocentrism is making judgements about other societies or groups based off one's cultural bias and/or beliefs. In simple terms it is judging someone's culture based on the way you were reared (raised) e.g. viewing other cultures and groups through the lens of your cultural beliefs.

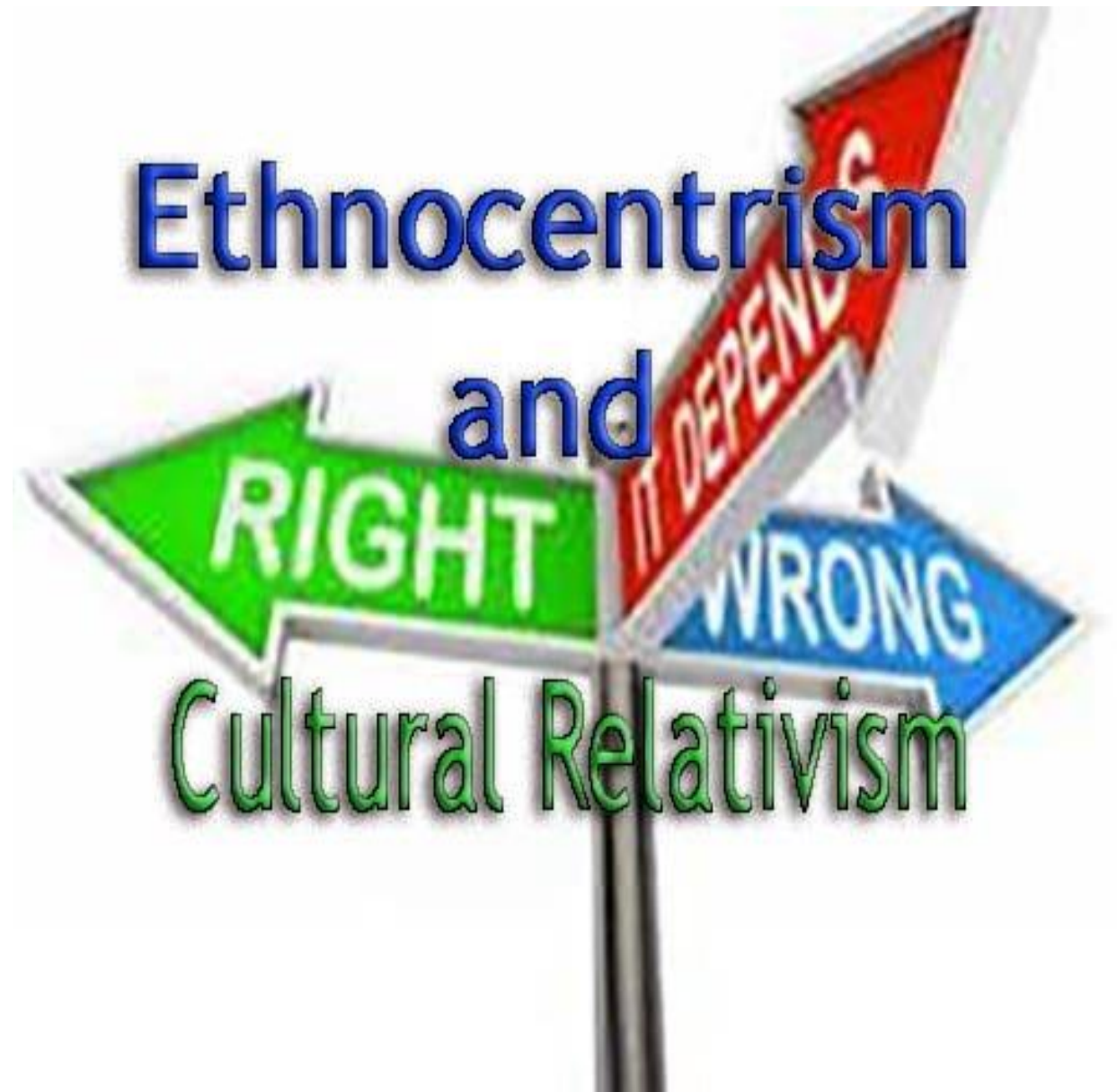
Ethnocentrism



Culture Relativism

Cultural relativism is the idea that the values, knowledge and behavior of people should be understood within their own cultural context.

No culture is superior to another but too often as humans we judge others based off our experiences.



Race vs. Ethnicity

Race

- Social Construct
- Reserved for minorities that have obvious and physical differences.
 - African Americans/Blacks
 - Native Americans
 - Japanese Americans
 - Chinese Americans
 - Arab Americans
 - Filipinos
 - Hawaiians

Ethnicity

- Set apart from others because of national origin or
- Reserved for those with cultural distinctions such as customs, language, food.
- Examples include Hispanics, Latinx, which in turn includes Mexican Americans, Puerto Ricans, Cubans.
- Includes White ethnic groups too such as Irish Americans, Polish Americans and Norwegian Americans.

Considering and Respecting Cultural Differences in family organization

- “The Black father is seen—by those who are not of color—as a visitor to his family, underemployed, marginal to his family, inattentive to his children, rather violent, and plainly not in the family picture” (McAdoo, 1997, Hattery & Smith, 2007).
- Minority families are not monolithic – just like the dominant group in American, there is diversity in minority group families too e.g. SES, educational levels, etc.



Considering and Respecting Cultural Differences in family organization

- “In the United States, Latino families, in general, and Latino immigrants, in particular, are met with a patchwork of welcoming or stigmatizing sociopolitical environments, or both, that vary greatly depending upon where a family lives” (Smokowski et. al.)
- Minority families often believe and are made to feel that their parenting is ‘on trial’ (Hawkes).
- Just because some ethnic groups don’t prescribe to the majority groups practices doesn’t make it necessarily wrong—this would be practicing ethnocentrism.

Considering and Respecting Cultural Differences in family organization

- When working with families who are not from the dominant culture one needs to understand cultural differences.
- An intercultural approach involves taking on board differences as positive, while understanding that some behavior which could be either dismissed or accepted depends upon the social norms.
- Often the culture of majority is perceived to be the correct culture/only culture while ethnic groups cultures are perceived and studied through a social pathology paradigm—there is something wrong with the way “they” do things.
- Political-economic variables are always part of any explanation of family formation and function.

Do you know
the
difference in
head
Covering?

Head coverings worn by Muslim women



Burka

Full body, covers entire face, a mesh screen covers the eyes



Niqab

Veil for the face, eyes remain visible



Hijab

Square scarf covers head and neck



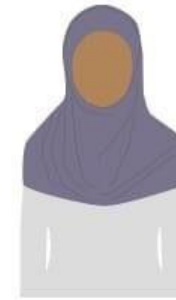
Chador

Full-body cloak



Shayla

Long scarf, wrapped around the head



Al-Amira

Two-piece headscarf



Khimar

Cape-like, covering hair, neck and shoulders

The Growing Disparity In Wealth

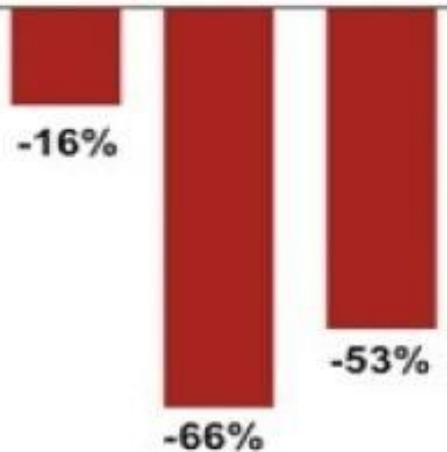
A growing wealth gap

The housing market bubble bust and recession took a greater toll on the wealth of minorities than whites according to a Pew study.

Median household net worth
2009 dollars

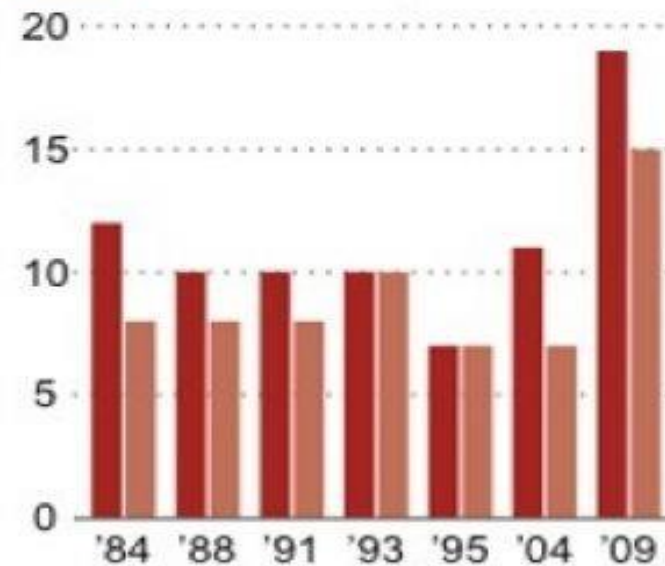
	White	Hispanic	Black
2009	113,149	6,325	5,677
2005	134,992	18,359	12,124

Percent
change



Median wealth ratios

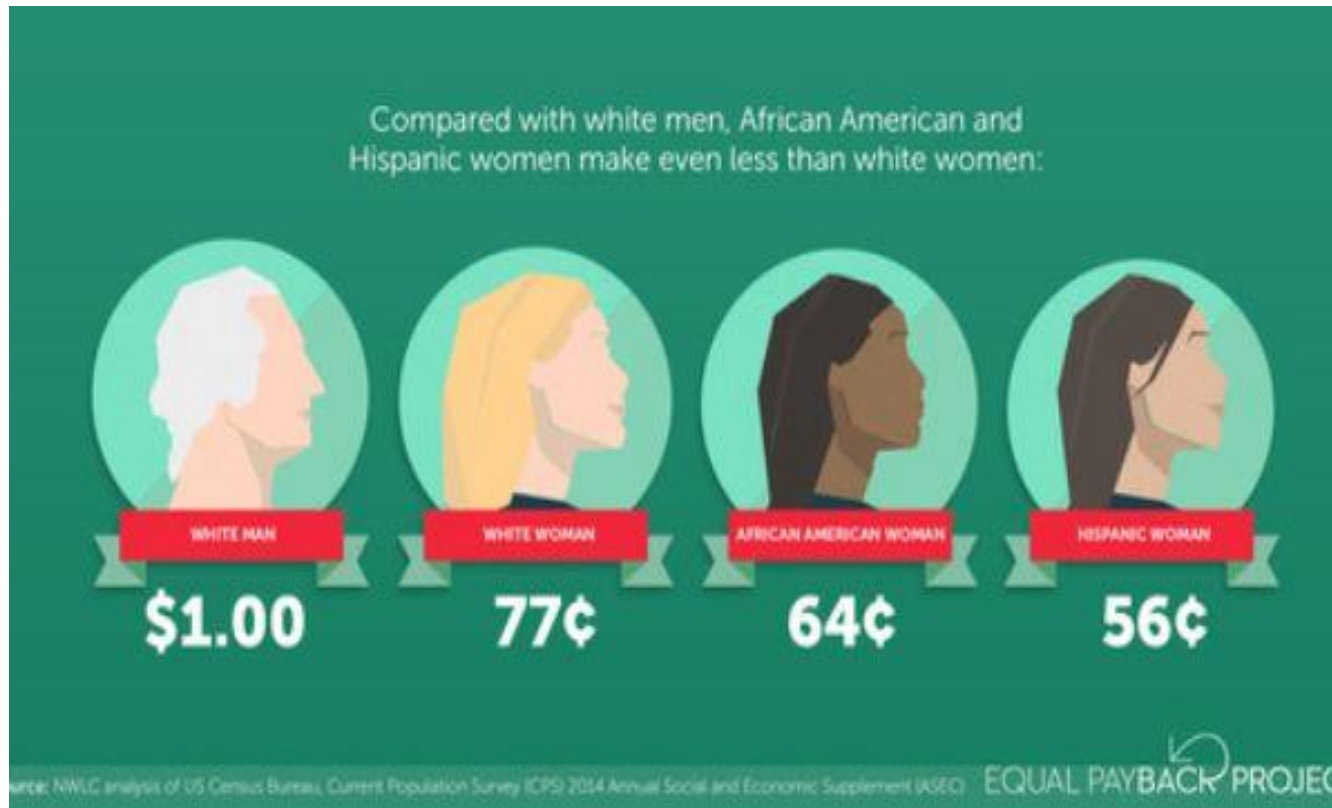
■ Whites to blacks
■ Whites to Hispanics



SOURCE: Pew Research Center

AP

Income Based On Race And Sex



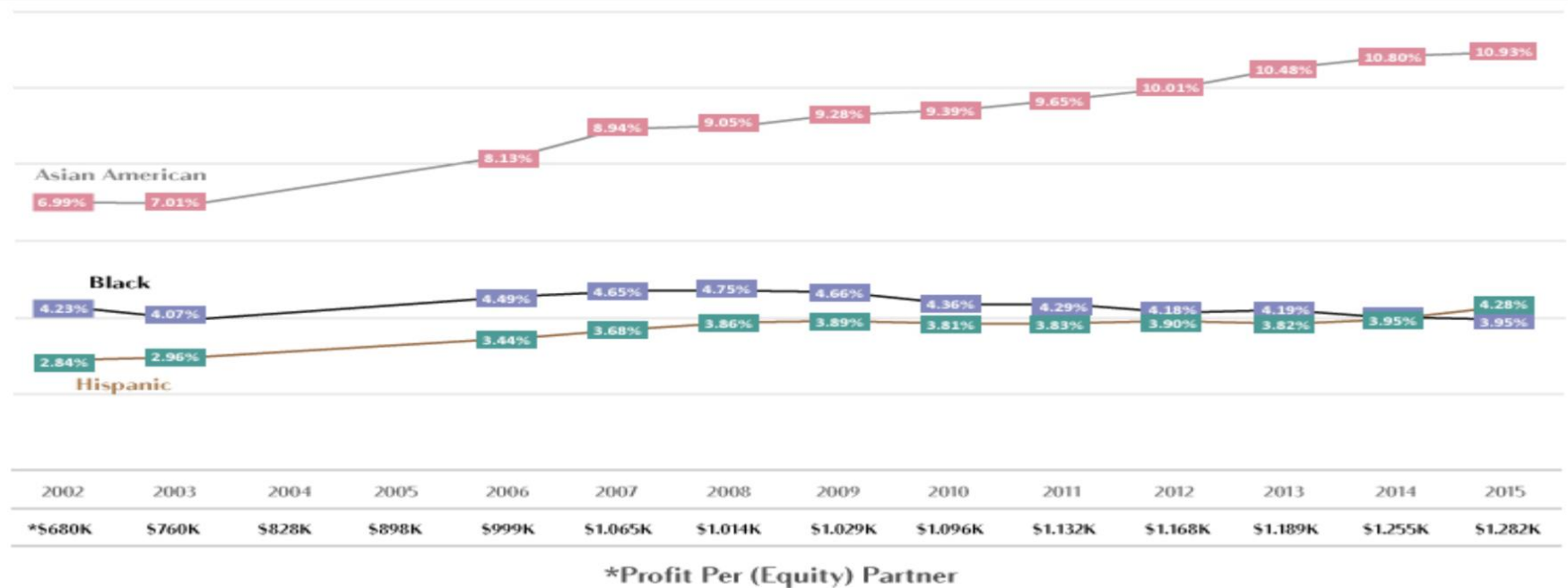
Rank	Ethnicity And Gender	Weekly Wages
1	Asian Males	\$1,080/week
2	White Males	\$897/week
3	Asian Females	\$841/week
4	White Females	\$734/week
5	Black Males	\$680/week
6	Native Hawaiian & Pacific Islander Males	\$632/week
7	Native American & Alaskan Males	\$623/week
8	Hispanic Males	\$616/week
9	Black Females	\$611/week
10	Native Hawaiian & Pacific Islander Females	\$556/week

Bias on the bench

- Studies show that judges may be biased towards called “in group” favoritism.
- Can be based on shared characteristics such as race, religion, educational background.
- Example-hiring a law clerk from one’s alma mater. Another example—favor a litigant who shares his/her ethnic background because their story seems more “plausible.”
- The legal profession is not very diverse thus leading to judgeships being even less diverse—overwhelmingly white and male.
- The American Bar Association 2020 demographics indicate 63% of attorneys are male, 37% female, 5% African American, 5% Hispanic and less than 2% Asian, and Multiracial 2%.

Law Partner Demographics

As Partner Profit Rose
Asian American Associate % Increased
Hispanic and Black Associate % Stagnated. Decline

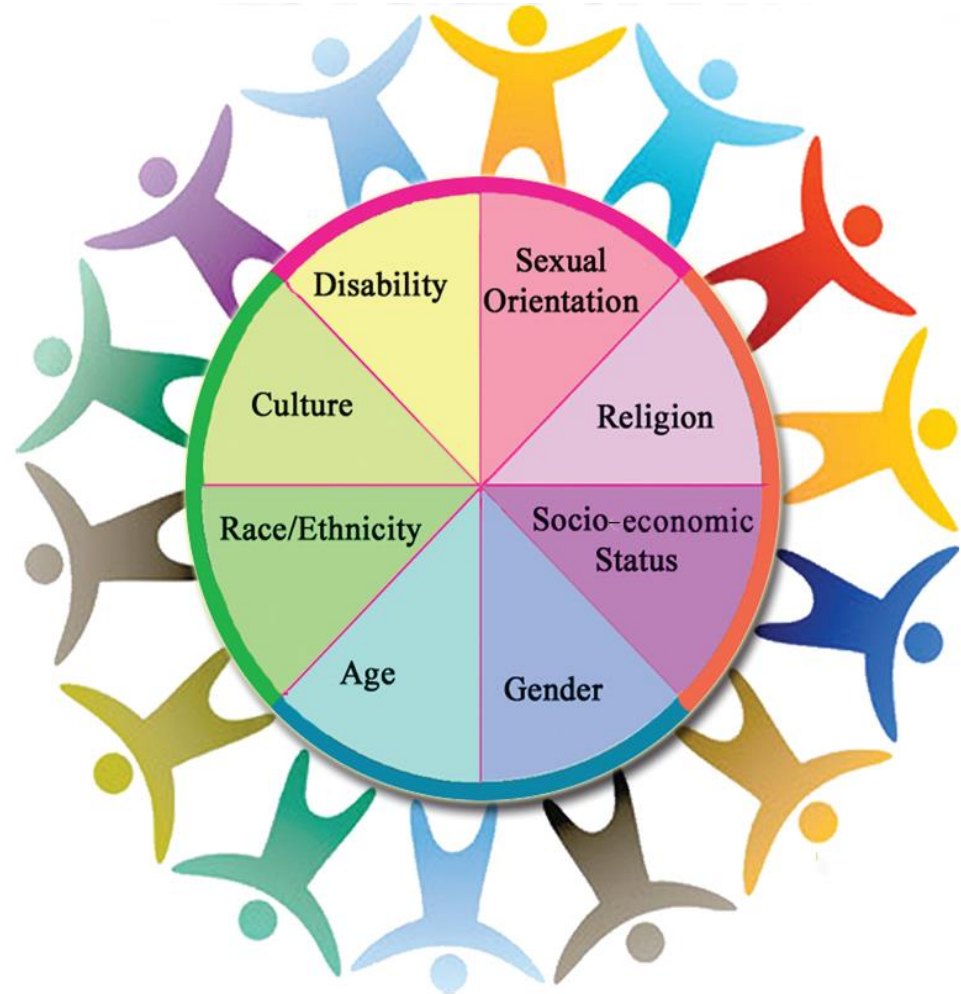


New Law Firm Model Needed to Advance Diversity & Social Justice by @yolandayoungesq @lawyersofcolor

Photo Courtesy: Lawyers of Color

What is Diversity, Equity and Inclusion?

Diversity is recognizing that people are different with varied perspectives and life experiences. Some variables that impact diversity are ethnicity, socio-economic status, sexual identity, orientation, religion, race, age, ability.



Diversity, Equity and Inclusion

Equity is recognizing the qualities of justness, fairness, impartiality. We must treat people according to their circumstances, which often have to do with historical as well as contemporary policies and practices.

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

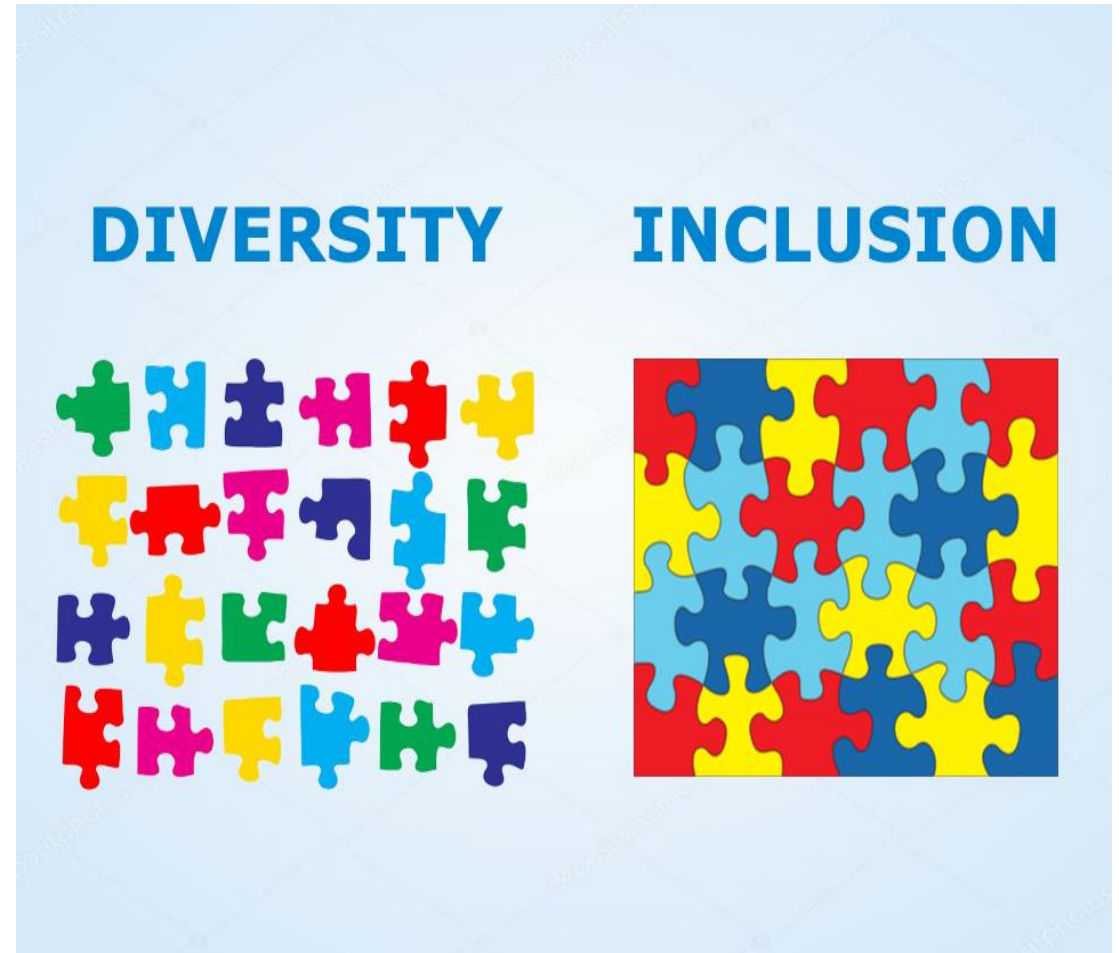
Same judge very different outcome

Sentencing disparities

- In March 2012, Judge Jean Boyd sentenced a 14-year-old black boy to juvenile detention for killing someone with one, powerful punch, [the Tarrant County News in Dallas](#) reported.
- Just last week (Dec 2013), however, Judge Jean Boyd sentenced 16-year-old Ethan Couch to probation and rehabilitation after killing four pedestrians while driving drunk.

Diversity, Equity and Inclusion

Inclusion is more than having a seat at the table, it is being heard, and input is considered in the decision-making process. Create a diverse environment where individuals or groups feel like they belong, are respected, valued, supported, their voices are heard, and they have a seat at the decision-making table within the company.



How Implicit Bias functions in the workplace

- Resumes with ethnic sounding names pushed down in the selection for interviews.
 - Asian candidates given priority positions requiring math and science.
 - Women more frequently interrupted in business meetings.
 - Some team members, who arrive late to a meeting, are welcomed and given a brief update on what transpired prior to their arrival. Other team members, based on a racial, gender, generational or other differences, receive only a fleeting glance from the leader, subtly conveying a message of admonishment with no welcome or update offered
- (<https://insighteducationsystems.com/unconscious-bias-implicit-bias/>)



Mitigating Biases

- Assess one's own culture
 - Value diversity
 - Manage the dynamics of difference
 - Adapt to diversity
 - Institutionalize cultural knowledge
 - Ask the court for a data set of your opinions-have you sided with particular people (groups) more frequently than others, if all things were held constant?
- “An important step would be modifying courtroom conditions. Judges, especially those in high-volume courts with overcrowded dockets, need more deliberative time to consider how their implicit bias or in-group favoritism may affect their decision-making processes(Neitz, 2018).”

Mitigating Bias

- When was the last time you had to think about your ethnicity, race, gender identity, ability level, religion, and/or sexual orientation? What provoked you to think about it or acknowledge it?
- When watching TV or a movie, how likely are you to watch shows whose characters reflect your ethnicity, race, gender, ability level, religion, gender identity, and/or sexual orientation?
- When using social media, how diverse is your feed? How diverse are your friends and followers? How diverse are those that you follow?
- How often do you go to social settings where the majority of individuals are of a different ethnicity, race, gender, ability level, religion, sexual orientation, and/or gender identity than yourself?
- How do you respond when others make negative statements towards individuals of a different ethnicity, race, gender, ability level, religion, sexual orientation, and/or gender identity than yourself?
- How diverse is the community in which you live?
- How do you feel when you are in a community that is different than your neighborhood?
- How would you make your neighborhood more inclusive and sensitive?
- If you recognized your privilege, what did you do with this realization?

Next Steps for increasing Diversity



- Develop a mentorship program
- Pipeline program with HBCU and HSI
- Understand that diversity creates innovation
- Create an inclusive environment.
- Get staff trained on implicit biases and microaggressions.

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