

Implicit Bias: The Roots of Implicit Bias and Dealing With It In Today's Legal Profession

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Land Acknowledgement

St. Louis is the original homeland of the Kiikaapoi, Miami, Osage, and Sioux peoples. We acknowledge the long and painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we gather.



out of shape

black

white

female

high income

employed

fit

short

masculine

gay

strong

old

cooperative
low income

optimistic

straight

blonde

religious

reserved

overweight

male

hard working

tall

weak

young

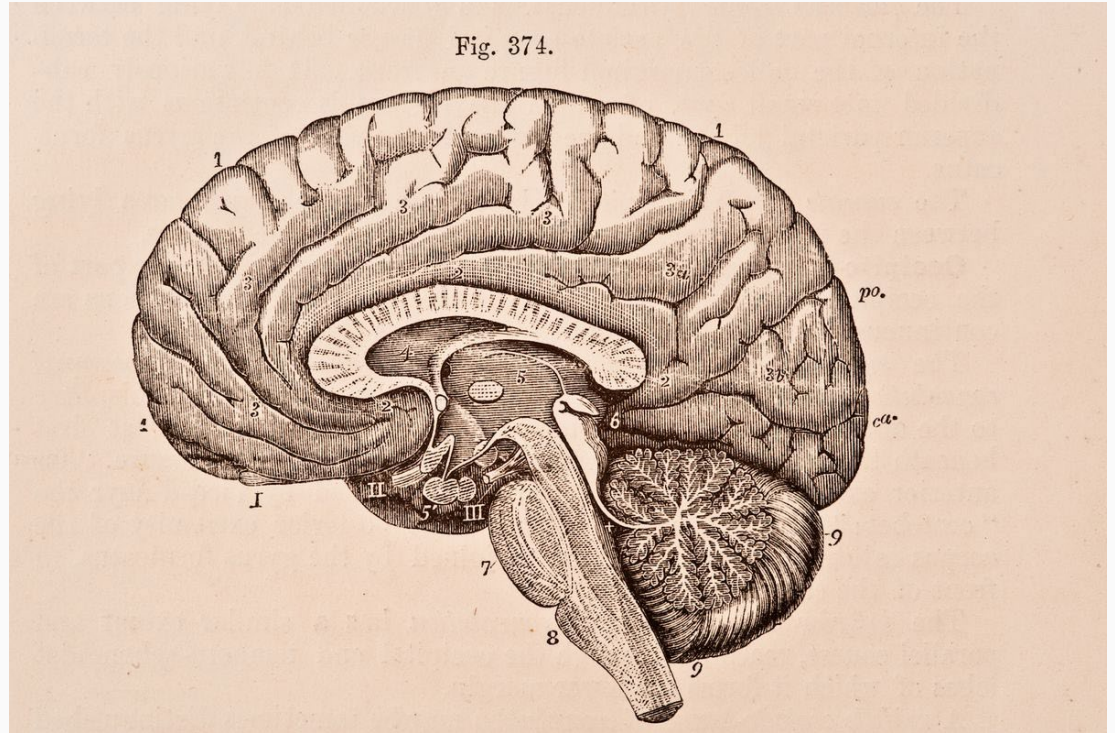
Bias

Prejudices, often based on assumptions, attitudes and stereotypes, in favor of, or against, a person/ community group.

A word cloud featuring the words "Bias" and "Biased" in various sizes and colors (blue, orange, purple). The words are arranged in a circular pattern, with the largest word, "Bias", in the center. The colors used are blue, orange, and purple. The words are arranged in a circular pattern, with the largest word, "Bias", in the center. The colors used are blue, orange, and purple.

The Biology of Bias

- The Brain's Role
- The Schema of It All





VS





MESSAGING

Three Buckets of Bias

1. Explicit Bias

- a. Overt acts of Discrimination, Racism, and Prejudice
- b. Easiest to recognize because it is overt.

2. Institutional or Systematic Bias

- a. Historical and cultural bias that routinely advantages one group over others, creating cumulative and chronic adverse outcomes
- b. Exists as rules, procedures, or practices as a result of legislation, legal decisions or historical attitudes

3. Implicit Bias

- a. Associating stereotypes or attitudes towards categories of people without conscious awareness.
- b. Exists as patterns of behaviors or reactions to events or stimuli without thought

Type of Oppression	Variable	Advantaged	Disadvantaged
Racism	Race/ Ethnicity/ Color	White	People of Color
Sexism	Gender	Men	Women, Transgender individuals
Homophobia	Sexual Orientation	Heterosexuals	LGBTQ+ Individuals
Religious Oppression	Religion	Protestants	Catholics, Jews, Muslims, Sikhs
Classism	Socioeconomic Status	Owning, upper and middle class,	Poor, working class, wage owners
Elitism	Educational level/ place in hierarchy	College-educated; top 20-40 schools	Not college educated; less prestigious schools
Xenophobia	Immigrant Status	U.S. born	Immigrants
Linguistic Oppression	Language	English Speakers	Non-English Speakers
Ableism	Physical or Mental ability	Able-bodied persons (body/ mind)	People with disabilities
Ageism	Age	Adults	Elders: 40+ by law; children, youth

Implicit biases

Implicit biases can be more difficult to assess because they include **unconscious attitudes and beliefs**.

We are typically unaware that we have these biases. However, while not as obvious, implicit biases can produce discriminatory behaviors.

A top-down view of a wooden desk with a black clipboard. The clipboard has a white sheet of paper with the words "Implicit Bias" written in a hand-drawn, black ink font. A silver metal clip is attached to the top of the paper. A yellow pen with a silver tip lies on the bottom right of the paper. In the background, there is a purple notebook with a yellow cover, a yellow notebook with a white cover, and a black object in the top left corner. The entire image is framed by a solid blue border.

Implicit
Bias

Affinity Bias

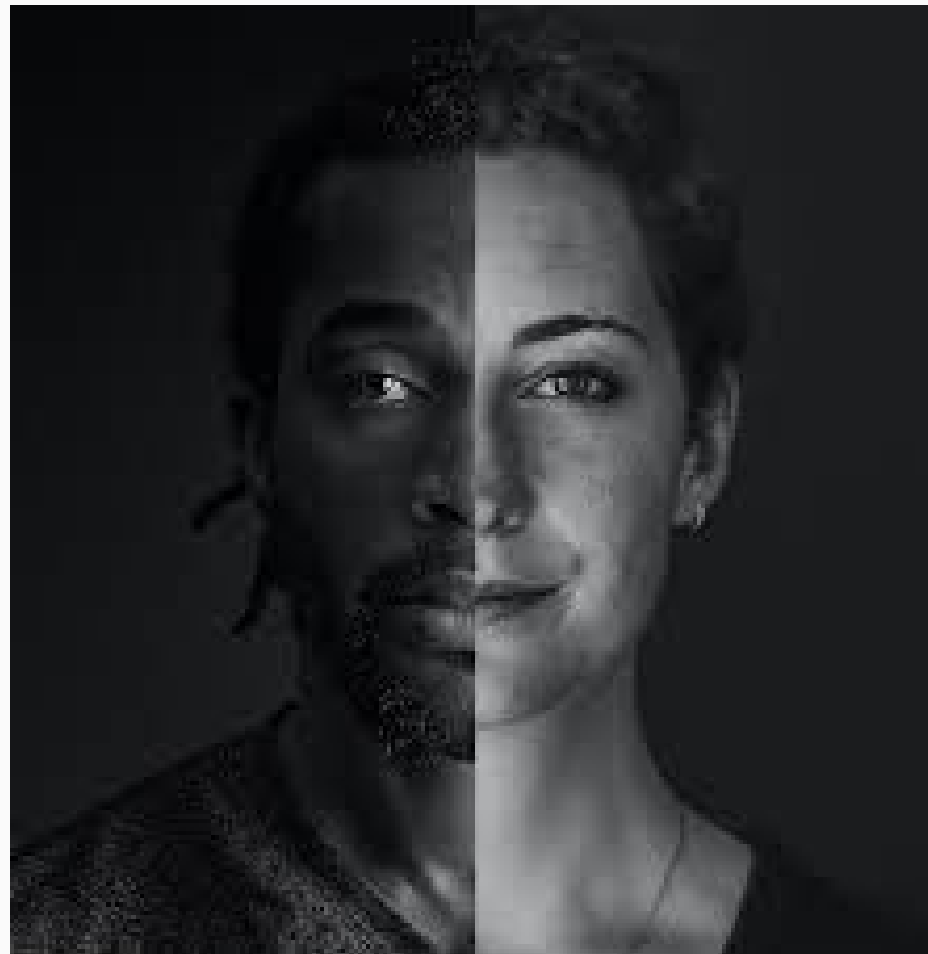
Confirmation Bias

You Can't Fix
What You Refuse
to See

Project Implicit



SCAN ME



Flip It



manwhohasitall @manwhohasitall · Jul 7



ALL MEN! You CAN succeed in STEM! Don't let long standing bias, stereotypes, prejudice and systematic barriers hold you back. It's about individual choice. YOU GO BOYS!



manwhohasitall @manwhohasitall · 20h



TODAY'S FACT: The male brain is naturally wired to cook, clean, shop and get the kids' clothes ready the night before and we should absolutely celebrate that.



manwhohasitall @manwhohasitall · Jul 15



Is it REALLY possible for men to juggle kids, housework, career, 2 or 3 almonds, water retention, healthy snacking, self-acceptance, perfect skin, a tiny waist and 'me time'?



manwhohasitall  @manwhohasitall · Oct 12, 2017



"Having a son has taught me how to respect men." Claire, CEO.

 43

 1.5K

 4.4K



manwhohasitall  @manwhohasitall · Jan 21, 2018



MY DREAM: That one day boys will become anything they want to be – male spacewomen, male chairwomen, male actresses and gentleman doctors.

 35

 1K

 3.9K



Allyship

An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person of privilege seeks to operate in solidarity with a marginalized group of people

(The Anti-Oppression Network)

Marginalized
Group

Dominant Group

Status Quo

Marginalized
Group

Understanding Cultural Empathy

Having an appreciation and consideration for the difference and similarities of another culture in comparison to one's own.

Cultural differences and similarities are the groundwork for a better world perspective

Cultural empathy is a skill that allows one to:

- Observe cognitive, emotional, and behavioural cues
- Provide appropriate responses to each unique situation
- *Reevaluate and adjust* your responses based on feedback

Cultural Empathy

Proximity shatters stereotypes. Intentionally seek diversity in your everyday interactions.

Build connections across difference.

Volunteer within different communities.

Seek out opportunities where you are the minority in the group.

Don't get defensive

- Mistakes are bound to happen.
- We are human. Be open to constructive criticism and actively listen to feedback
- Take a Deep Breath
- This may be uncomfortable, but you are not unsafe.
- Accept responsibility for any impact and welcome correction as a learning opportunity.
- Try not to retreat, but seek to engage

Why it Matters

Thank you!