The Person You Mean to Be

How Good People Fight Bias

Dolly Chugh

Foreword by Laszlo Bock
THE COLOUR CHANGING CARD TRICK

www.RichardWiseman.com
fixed mindset

No room for being a work in progress
Look away from mistakes

Carol Dweck and colleagues
growth mindset

Abilities can be developed through effort, time, and feedback

Actively noticing mistakes

Carol Dweck and colleagues
good person

Free of bias and mistakes

Chugh, 2018
good-ish person

Always learning and getting better
Admitting mistakes
Owning blind spots
Taking ownership for own learning

Chugh, 2018
Chugh, 2018
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40
It ain't so much the things we don't know that get us into trouble.

It's the things we know, that just ain't so.

- Artemus Ward
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<th>Somewhat Agree</th>
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Speed of Automatic Association = Strength of Automatic Association

Which can you do more quickly?

- White
  - Bad
- Black
  - Good

- Black
  - Bad
- White
  - Good
Implicit Bias

- Mental associations that emerge under conditions of automaticity
- Learned - shaped by cultural influences and “smog” (Tatum)
- Not necessarily your explicit belief
- Not necessarily the only “truth”
- Not necessarily visible to the holder
“sometimes it is so thick it is visible, other times it is less apparent, but always, day in and day out, we are breathing it in”

Dr. Beverly Daniel Tatum
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SMOG
Overall:
70% pro-white
21% pro-black

Black / White Race IAT (overall)
Black / White Race IAT (white subjects)
Black / White Race IAT (black subjects)
Large, consistent effects

Race IAT
IN the world of higher education, we professors like to believe that we are free from the racial and gender biases that afflict so many other people in society. But is this self-conception accurate?

To find out, we conducted an experiment. A few years ago, we sent emails to more than 6,500 randomly selected professors from 259 American universities. Each email was from a (fictional) prospective out-of-town student whom the professor did not know, expressing interest in the professor’s Ph.D. program and seeking guidance. These emails were identical and written in impeccable English, varying only in the name of the student sender. The
As I was boarding, I saw that the pilot was black. I had never seen a black pilot before, and the instant I did, I had to quell my panic. How could a black man fly an airplane?

But a moment later, I caught myself. I had fallen into the apartheid mindset ... thinking that flying was a white man’s job. I sat back in my seat, and chided myself for my thoughts.
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Nelson Mandela
There is nothing more painful to me at this stage in my life than to walk down the street and hear footsteps and start thinking about robbery... then look around and see somebody white and feel relieved.
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Jesse Jackson
I knew nothing about the IAT, but as a former civil rights lawyer and seasoned federal district court judge—one with a lifelong commitment to egalitarian and anti-discrimination values—I was eager to take the test. I knew I would “pass” with flying colors. I didn’t.
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Judge Mark W. Bennett
By about age 5 or 6, implicit race bias looks the same as adults in the same culture.
In what ways might you be a holder of implicit bias?
In what ways might you be a target of implicit bias?
**HEADWINDS AND TAILWINDS** (Debby Irving)

**Headwinds**
Challenges - some big, some small, some visible, some invisible
Makes life harder for some people but not for all people
Performance suffers but looks like person could try harder

**Tailwinds**
Forces that propel you forward
Consequential but easily unnoticed or forgotten
Helps performance but looks like merit
Most history books “present slavery as virtually uncaused, a tragedy, rather than a wrong perpetrated by some people on others.

Somehow we ended up with four million slaves in America but no owners.

This is a part of our pattern in our textbooks: Anything bad in American history happened anonymously.”
“To proudly claim the veteran and disown the slave owner is patriotism à la carte”

Ta-Nehisi Coates
MAKING THE GI BILL WORK FOR YOU
Action begins with noticing (the skill of seeing how we and the world around us are “carriers and barriers”.

When systems of bias are made visible, what is your reaction?
ordinary privilege

the parts of our identity we think least about, because we do not need to

Chugh, 2018
DIVERSITY

Women and Minorities Are Penalized for Promoting Diversity

by Stefanie K. Johnson and David R. Hekman

MARCH 23, 2016
Find your ordinary privilege, find your tailwinds.
Find your ordinary privilege,
find your power to make change.
(RELATIVELY) EASY ACTIONS

Pronunciation of names (especially students)

Quality of meetings (mental model: teaching)

Media/social media/network audit (do a “last 5” check)
thank you.