



Following the Bread Crumbs

Overcoming Racism Conference
November 15, 2019

Talking Points

- Definition
- Below the Surface
- Impact we See
- Navigating the Bread Crumbs



Definition

- Implicit = unaware of or mistaken about their nature
- Bias = not neutral, with preference



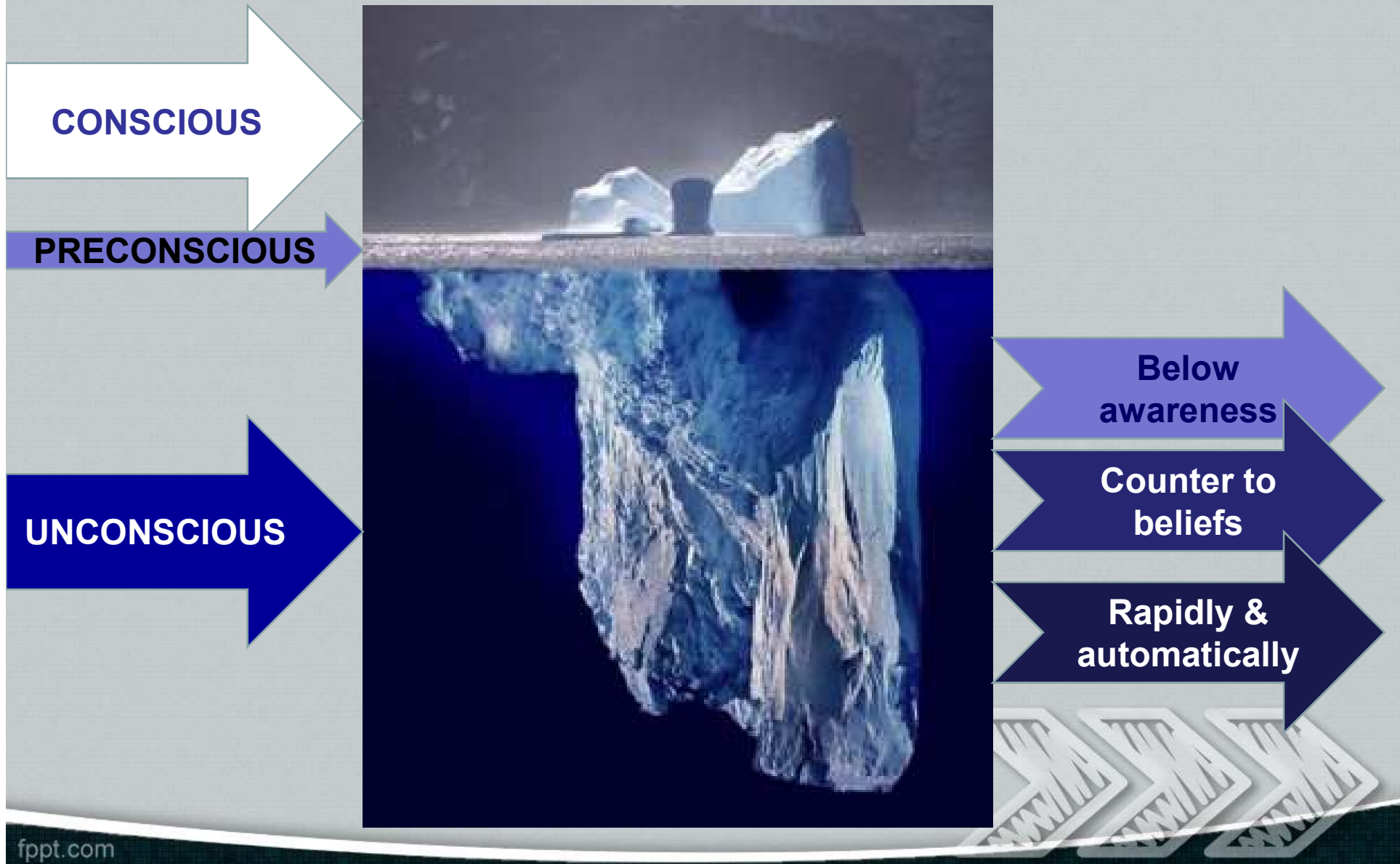
<https://implicit.harvard.edu/implicit/>

**“Like an iceberg, the
most important part of
the mind is the part
you cannot see.”**

Sigmund Freud, Neuropathologist, aka Father of Psychoanalysis, 1915



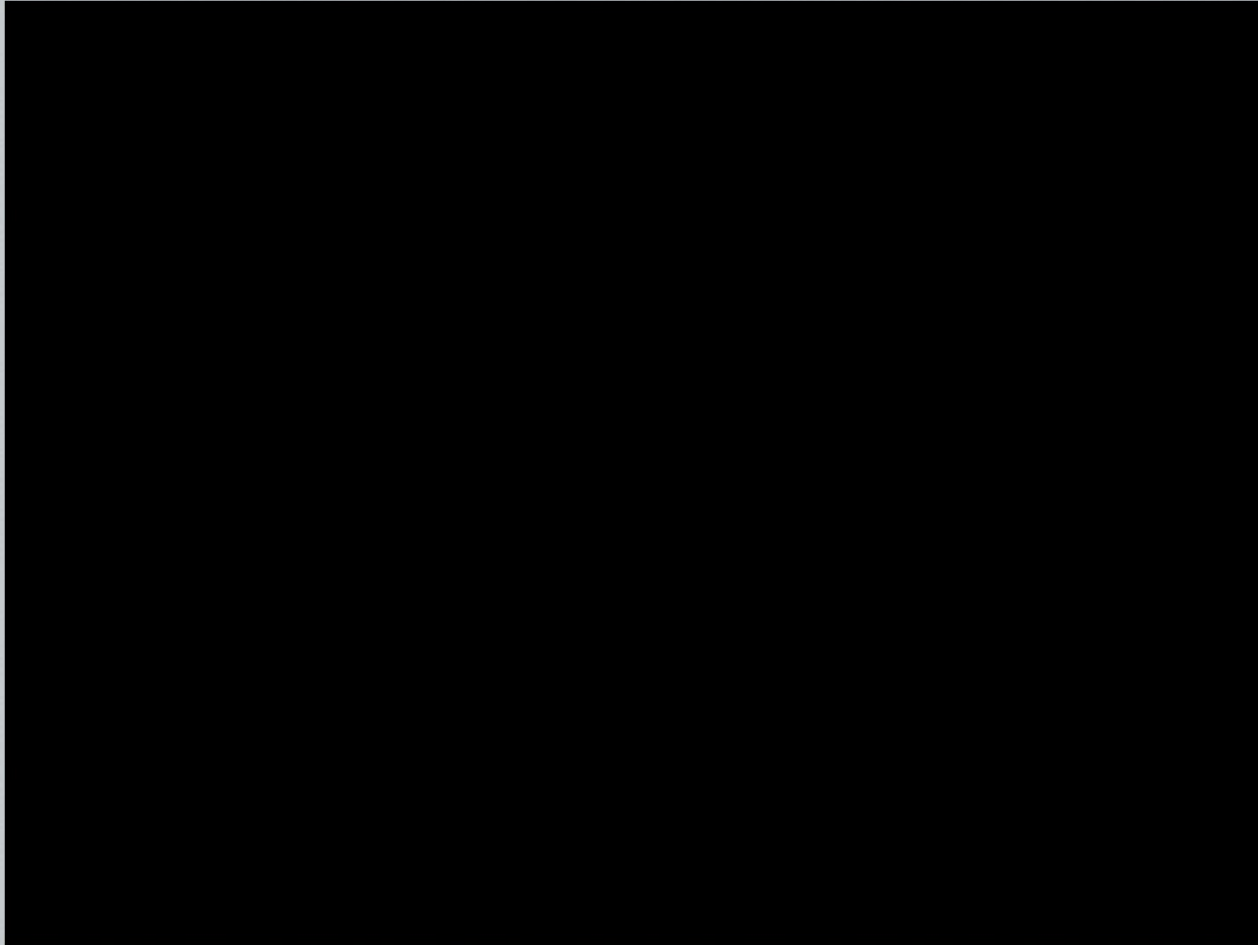
The Levels of Mind



Power feels real



Implicit Bias Explained



Framing Narratives



AP Associated Press

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

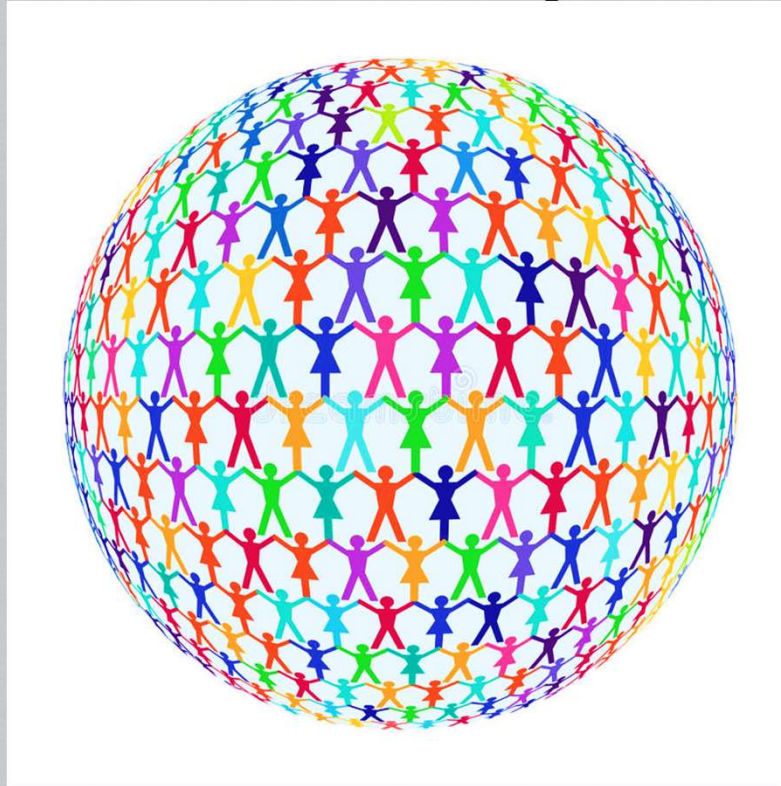


AFP

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythem)

Below the surface

Who are the influencers in your world?



Let's play a game and find out!



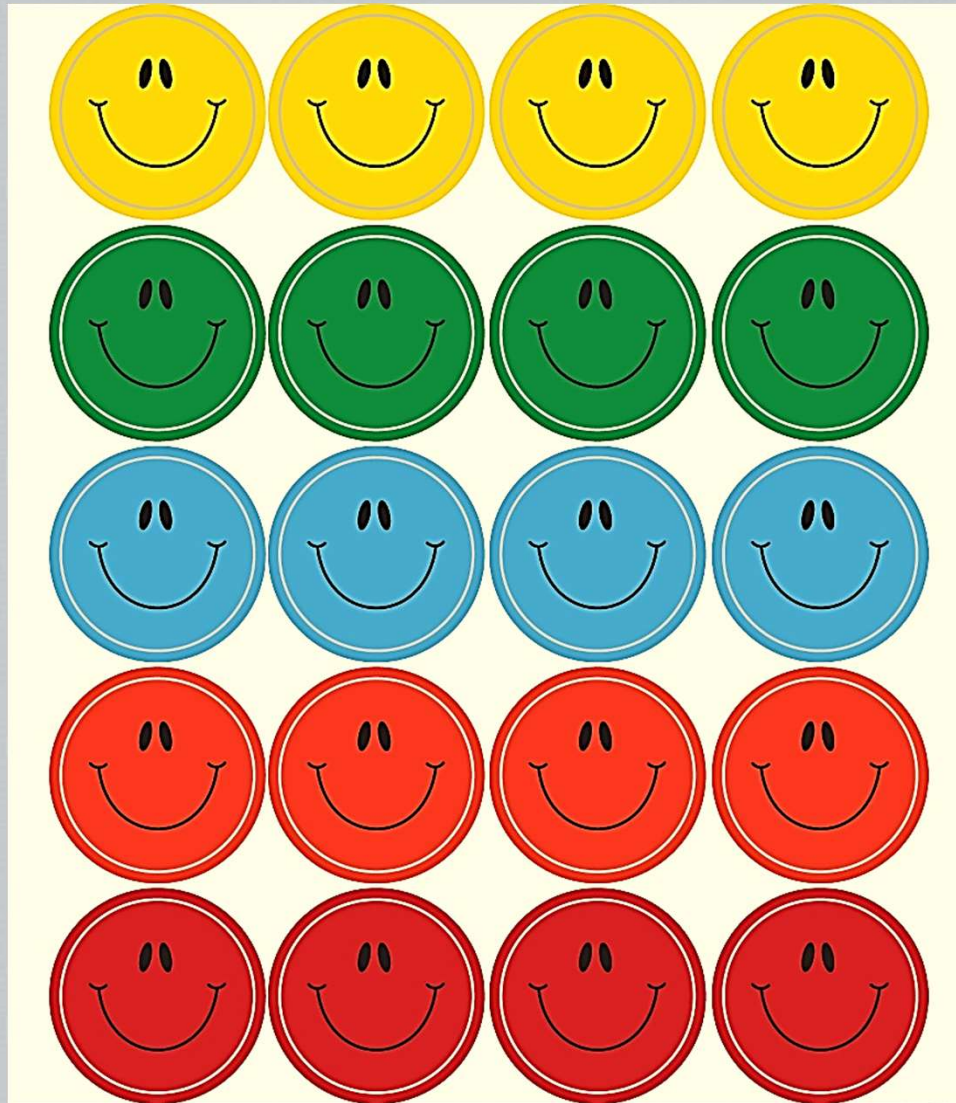
Influencer World Game

	WHITE / CAUCASIAN
	BLACK / AFRICAN AMERICAN
	ALASKAN / NATIVE AMERICAN
	ASIAN
	LATINO/A/X
	PACIFIC ISLANDER / HAWAIIAN
	MIXED RACE / OTHER NON-CAUCASIAN

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Debrief



What about bias?

ETHNIC

ADDICT

PROFESSIONAL

CRIMINAL

HOMELESS

EDUCATED



Benefits & Burdens

- ▶ Privilege
- ▶ Oppression
- ▶ Social Advantage
- ▶ Social Disadvantage
- ▶ Intersectionality



Impact we See



Navigating Bread Crumbs

1. Accept you are biased
2. Practice self awareness and self observation
3. Be okay being uncomfortable
4. Practice self compassion
5. Repeat



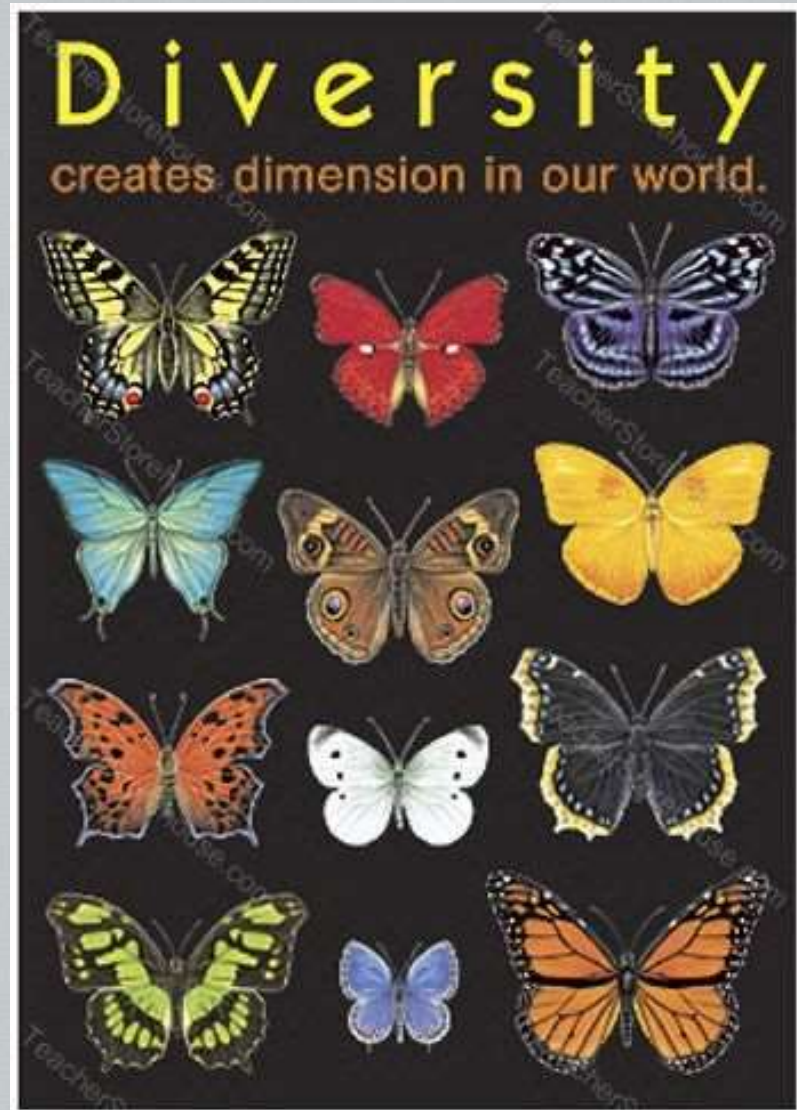
See for Yourself

<https://implicit.harvard.edu/implicit/takeatest.html>



Steps to Reduce your Bias

- Focus on people as individuals
- Work on consciously challenging your stereotypes
- Adjust your perspective
- Practice empathy
- Engage in dialogue





DON'T DEFINE
YOUR WORLD IN
BLACK AND WHITE

BECAUSE THERE IS
SO MUCH HIDING
AMONGST THE
GREYS

Thank you!



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