

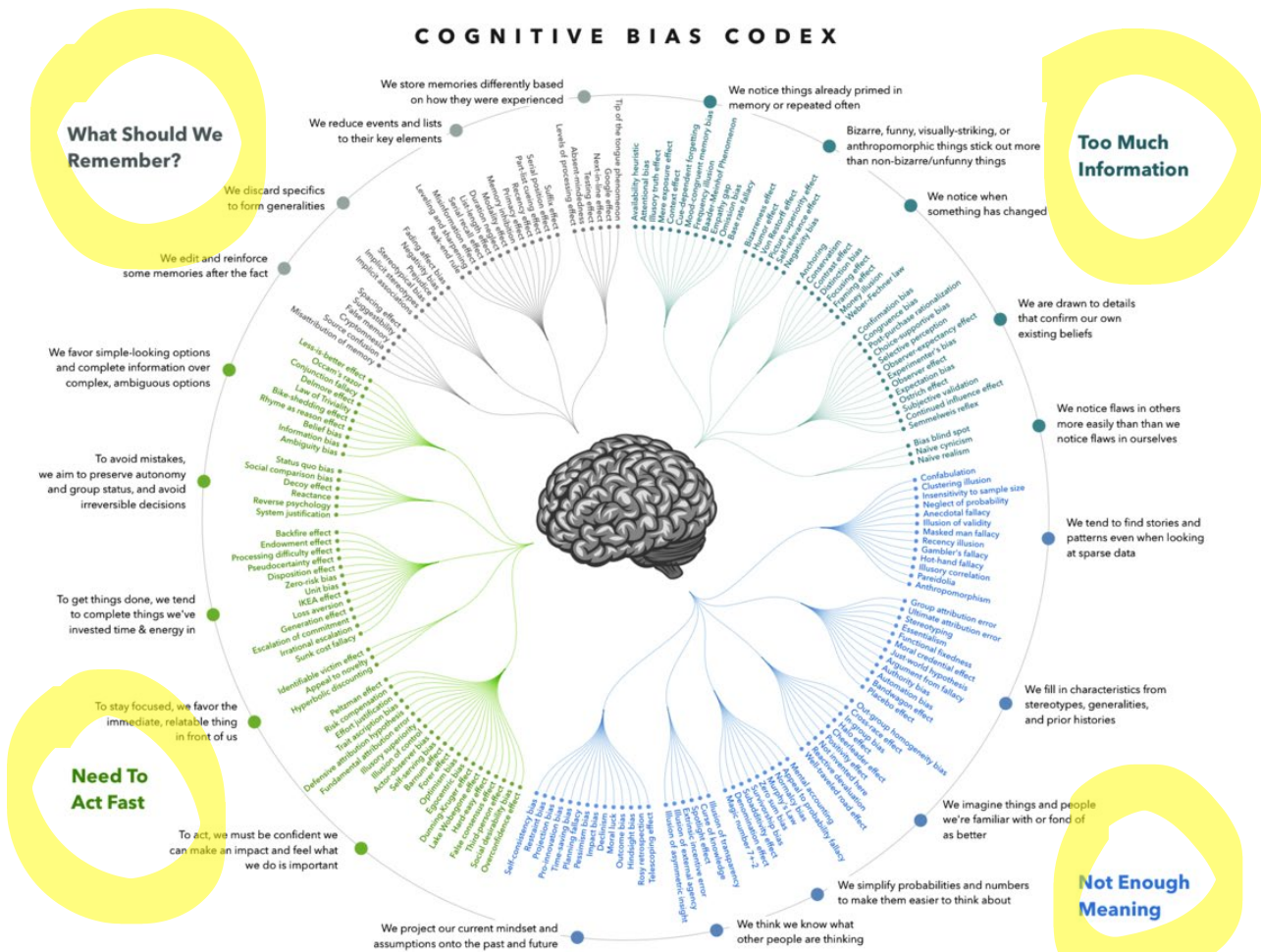


# Understanding the NEGATIVE of Implicit Bias

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We are hardwired for bias. The picture below shows the brain biases that have been mapped, that develop without our active input. It's less important that you can read each one (email me if you would like it electronically so you can enlarge it to see the details more clearly) and more important that you notice the four categories the biases are placed into.

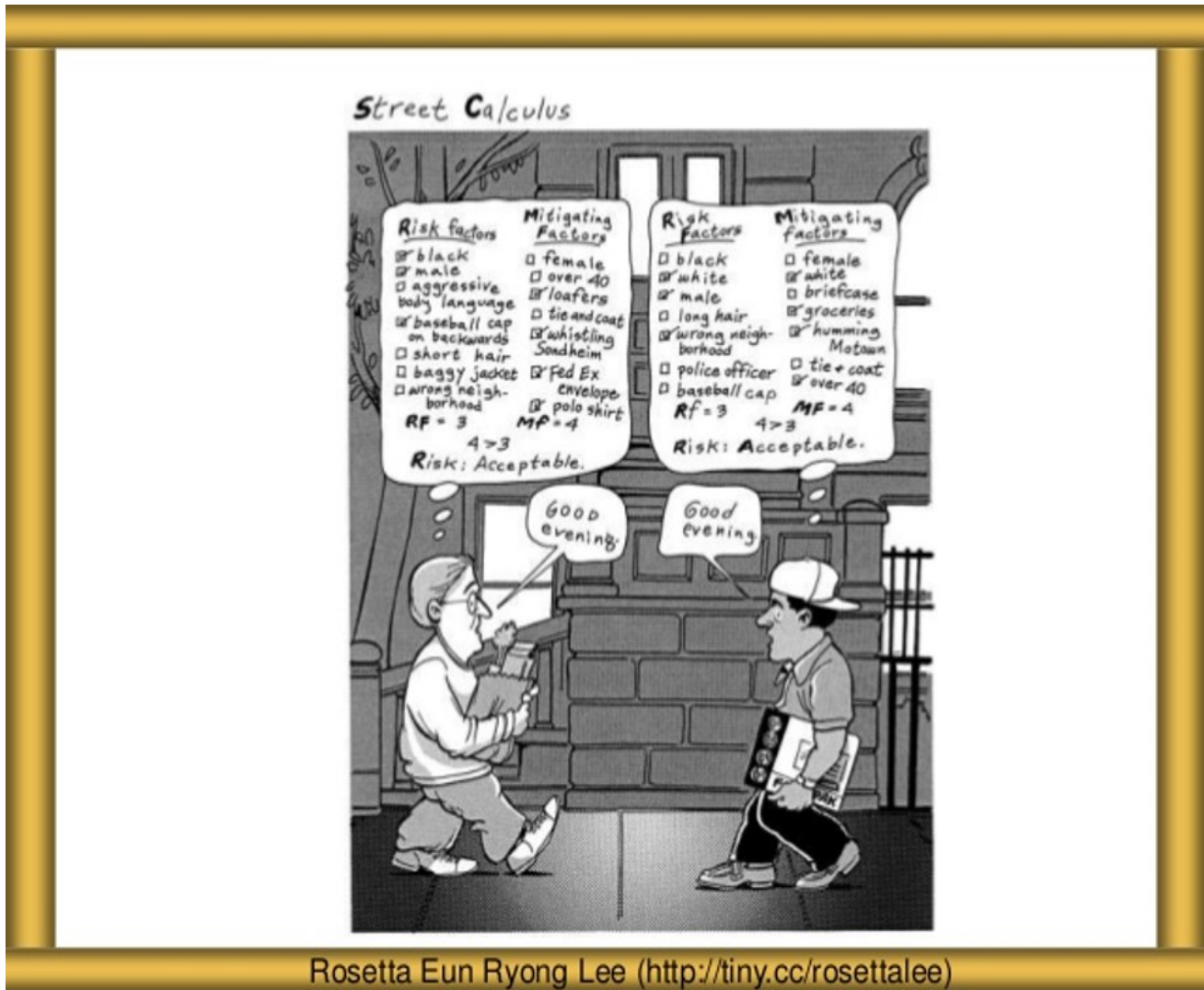
What are the four areas (they're highlighted)?





Can you recognize that all four areas of the above graphic are about some level of survival? Our internal biases have developed to keep us safe.

We then add social conditioning based on The Cage of Oppression and it begins to look like this:



Based on this cartoon can you see the implicit biases, developed to keep us safe, that have been socially conditioned within the -isms of The Cage?

Look at the difference of each character above and the DIFFERENCE in their risk factors and mitigating factors. What do you notice?



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Since implicit bias has developed to keep us safe, the concept is not inherently a problem. ***The problem arises when I believe one way and, because of my socially conditioned unconscious bias, I behave a different way. This is negative implicit bias.***

Example:

An article by Phillip Goff published in the Journal of Personality and Social Psychology, looked at the extent to which black children were likely to be treated differently than their white peers, simply based on the color of their skin. More specifically, the authors wanted to figure out the extent to which black kids were dehumanized. "Children in most societies are considered to be in a distinct group with characteristics such as innocence and the need for protection," author Phillip Atiba Goff of UCLA told the American Psychological Association. "Our research found that black boys can be seen as responsible for their actions at an age when white boys still benefit from the assumption that children are essentially innocent."

(If you're interested in reading the study, email me ([leah@with-respect.com](mailto:leah@with-respect.com)) and I will send you an electronic copy).

Most of us do not wish to treat one person differently than another based on things like skin color, community affiliation, class, or ability, particularly unconsciously. That's why we call it Negative Implicit Bias.

With this information, can you identify your own negative implicit biases, particularly those with which you don't want to align? Often this is work we cannot do alone. It requires safe space with colleagues who can help us call out our "baby bigots" in respectful and constructive ways.

This is the beginning of very deep and rich opportunities for conversation. With Respect LLC (Leah's business) has great resources for continuing this conversation in safe space or bringing conversations like these into your organization

Finally, I want to invite you to explore our FREE online course, "Foundations of Equity, Respect, and Belonging." You can find it on With Respect's LearnSpace at <https://withrespect.learnworlds.com> OR from our home page (<https://with-respect.com>) click on the first menu item on the right of the top of the page.

*Negative implicit bias is just one of the topics of respect and belonging (the improved alternative to diversity and inclusion) that With Respect LLC does differently. I'd love to have a conversation if you're interested in exploring our paid programs further.*