

Strategies to Address Implicit Bias

Implicit Bias: Strategies for Individuals¹

1. **Stereotype replacement:** 1) Recognize that a response is based on stereotypes; 2) label the response as stereotypical; and 3) reflect on *why* the response occurred. This creates a process to consider how the biased response could be avoided in the future and replaces it with an unbiased response.
2. **Counter-stereotypic imaging:** Imagine counter-stereotypes of others in detail – draw positive images from friends, co-workers, respected community members, even celebrities. This makes positive images more available and begins the process of replacing the negative often inaccurate stereotypes.
3. **Individuation:** Learn specific information about your colleagues. This prevents stereotypic assumptions and enables association based on personal and unique, rather than group, characteristics.
4. **Perspective taking:** Imagine oneself to be a member of a stereotyped group. This increases psychological closeness to the stereotyped group, which reduces automatic group-based evaluation.
5. **Increasing opportunities for contact:** Increased contact between groups can reduce implicit bias through a wide variety of mechanisms, including altering their images of the group or by directly improving evaluation of the group. (learn about cultures different than your own by attending community events and other public educational opportunities like exhibits, media, at libraries, etc.)

Implicit Bias: Additional Strategies for Individuals or Groups²

1. **Deflate:** Recognize you are fallible. Cultivate your internal motivation to be fair. Continue to learn.
2. **De-bias:** Change your environment (photographs, art, posters, etc.) to be exposure to figures from diverse groups and counter-stereotypical examples. Expand your social contacts.
3. **Defend:** Defend against the bias that persists. Give yourself ample time to improve accuracy in making complex, subjective, multifaceted decisions. Delay making decisions when you are stressed or depleted of energy. For important subjective decisions, use a checklist, rubric or algorithm to help guide your decision-making. Identify the social categories that might trigger either explicit or implicit bias in any interaction or matter. Be aware and intentional in your body language.
4. **Data:** To create an early-warning system, count your own experiences with discretionary decisions, see if the data reveal a pattern that concerns you. Plant a red flag wherever you spot troubling disparities. Call for teams and task forces to examine those red flags and study whether any of these tactics might improve accuracy and decrease bias.

¹ Long-term reduction in implicit race bias: A prejudice habit-breaking intervention, Patricia G. Devine, Et al., Patricia G. Devine, Ph.D. is professor of psychology at University of Wisconsin-Madison.
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3603687/>

² What Judges Can Do About Implicit Bias, Jerry Kang, Jerry Kang is professor of law at the UCOLA School of Law, since 2015 he has served as UCLA's first vice chancellor for equity, diversity and inclusion.
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4033906