



Social Racial Equity Committee Resources on Implicit Bias

Understanding Implicit Bias

1. **The Ohio State University Kirwin Institute for The Study of Race and Ethnicity PRESENTATION on IMPLICIT BIAS & EDUCATION**

<http://kirwaninstitute.osu.edu/presentation-implicit-bias-education/>

2. **The Ohio State University Kirwin Institute for The Study of Race and Ethnicity research - STATE OF THE SCIENCE: IMPLICIT BIAS REVIEW 2016.** The Kirwan Institute is excited to publish the fourth edition of its annual State of the Science: Implicit Bias Review to deepen public awareness of implicit biases and the challenges they pose to a society that strives to treat all of its members equally. Research from the neuro-, social and cognitive sciences show that hidden biases are distressingly pervasive, that they operate largely under the scope of human consciousness, and that they influence the ways in which we see and treat others, even when we are determined to be fair and objective.

<http://kirwaninstitute.osu.edu/wp-content/uploads/2016/07/implicit-bias-2016.pdf>

3. **The Implicit Association Test (IAT)** - The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. Tests are available to explore implicit bias related to race, age, disability, gender sexuality and other important topics.

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

4. **Rose Colored Glasses for Race: Unwarranted Optimism in Whites' Views of Racial Gaps.** This research paper examines the accuracy of Whites' perceptions of racial gaps

<http://kirwaninstitute.osu.edu/docs/ki-rose-colored-glasses-20150325.pdf>

5. **Yale Child Study Center – Research Study Brief⁷ - Do Early Educators' Implicit Biases Regarding Sex and Race Relate to Behavior Expectations and Recommendations of Preschool Expulsions and Suspensions?**

http://ziglercenter.yale.edu/publications/Preschool%20Implicit%20Bias%20Policy%20Brief_final_9_26_276766_5379.pdf

Resources for Educators

- 6. American Federation of Teachers - Understanding Implicit Bias: What Educators Should Know**, By Cheryl Staats, American Educator, Vol. 39, No. 4, Winter 2015-2016, AFT

<http://www.aft.org/ae/winter2015-2016/staats#sthash.dFvBYp11.dpuf>

- 7. neaToday - News and Features from the National Education Association - When Implicit Bias Shapes Teacher Expectations**

<http://neatoday.org/2015/09/09/when-implicit-bias-shapes-teacher-expectations/>

- 8. Strategies for Addressing Implicit Bias in Early Childhood Education**

<http://kirwaninstitute.osu.edu/wp-content/uploads/2016/04/Implicit-Bias-Strategies-Early-Childhood.pdf>

Video's & Short Films on Implicit Bias

- 1. Do You See Me Hear Me Know Me: Students of Color Address Cultural Misconceptions**

<https://youtu.be/msaWmU5nIok>

- 2. Implicit Racial Bias in School Discipline**

<https://youtu.be/IkCE-ejP5fY>

- 3. How to overcome our biases? Walk boldly ... – TED Talk with Verna Myers**

Description: Our biases can be dangerous, even deadly — as we've seen in the cases of Michael Brown in Ferguson, Missouri, and Eric Garner, in Staten Island, New York. Diversity advocate Vernā Myers looks closely at some of the subconscious attitudes we hold toward out-groups.

https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them