Cultural Competency and Implicit Bias

Dr. Dennis McNaboe,
Dean of Student Affairs

Joseph Shaver,
Director of Campus Safety and Security

August 2020
Circles of My Multicultural Self

Place your name in the center circle below. Write an important aspect of your identity in each of the attached circles – an identifier or descriptor that you feel is important in defining you. (This can include anything: Asian American, Taoist, female, mother, athlete, educator, scientist, or any descriptor with which you identify.)
Circles of My Multicultural Self

1. Share a story about a time you were especially proud to identify with one of the descriptors.

2. Share a story about a time it was especially painful to be identified with one of the identifiers or descriptors.

3. Name a stereotype associated with one of the groups with which you identify that is not consistent with whom you are.
Blind Spot: Hidden Biases of Good People
What is Bias?

• bi· as (ˈbīəs) | noun: bias; plural noun: biases

• prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
Defining Implicit Bias

Also known as:
Unconscious bias
Implicit social cognition

Definition:
Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
Implicit Bias

**IS**
- Pervasive
- Predictive of behavior in the real world
- Distinct from conscious stereotyping or prejudice
- Expressed indirectly
- Related but distinct from each other (some reinforce each other)
- Malleable – can be unlearned
- Hard to teach

**IS NOT**
- Always negative
- Activated voluntarily or intentionally
- Accessible through introspection
- Always consistent or aligned with our declared beliefs
- Always consistent with our own ingroups
- Mutually exclusive
- Something you should feel guilty about
History of Race

• Race was introduced in Colonial Law in the late 1600’s
• In 1790 people were asked to claim race on census
• By 1825 the perceived degrees of blood determined who would be classified as Indian from the late 1800’s- through the earlier twentieth century
History of Race

• As waves of immigrants entered the United States – the concept of White race was solidified
• When slavery was abolished in 1865, whiteness remained profoundly important as legalized racial exclusion and violence against African American continued in new forms
History of Race

• To have citizenship imbued you had to be legally classified as white
• People with non-white racial classifications began to petition the courts to be reclassified
• This gave the courts the position to decide who was white and who was not
• Armenians won their case to be reclassified as white - with the help of a scientific witness who claimed that there were scientifically “Caucasian”
History of Race

• In 1922 the US Supreme Court ruled that the Japanese could not be legally classified as white because they were classified as “Mongoloid”.
• A year later the court ruled Asian Indians were not legally white even though they were scientifically classified as Caucasian.
• To justify the contradictory rulings: the court stated that being white was based on the common understanding of white man
History of Race

• US used to be a melting pot
• Ideas
• People coming to the US
• Learning new language – English
• “Process of Assimilation”
Mindbugs

Ingrained habits of thought that lead to errors in how we perceive remember, reason, and make decisions.
Visual Mindbugs

- The Psychologist Roget Shephard, a genius who has delighted in the art of confounding, created this illusion called “Turning the Tables”.
- When you look at the images of two table surfaces, our retinas do, in fact, receive them as identical in shape and size. In other words, the retina “sees” the tabletops quite accurately. However when the eye transmits that information to the brain’s visual cortex, where depth is perceived, the trouble begins.
The incorrect perception that the two tabletops are strikingly different in shape occurs effortlessly, because the brain automatically converts the 2-D image that exists both on the page and on the retina into a 3-D interpretation of the table top shapers as they MUST be in the natural world.
Mindbugs

• The automatic processes of the mind-impose the third dimension of depth onto this scene- and the conscious, reflective processes of the mind accept the illusion unquestionably.

• When encountering the assertion that the table top outlines are the same, the conscious mind’s first reaction is to consider it to be sheer nonsense.

• Human minds have a natural selection to operate successfully in a three-dimensional world. Having no experience in the world other than a 3-D one, the brain we have continues to perform its conscious perceptual corrections of the tables’ dimensions to make them appear as they would in the traditional 3-D world.
Mindbugs

• Contrary to expectation, this error reflects not a weakness of adaptation but rather triumph, for Shepherds tabletops highlight the success of the visual system that has helped adapt effectively to the combination of a two-dimensional retina inside the eye and a three-dimensional world outside.

• According to Shephard “any knowledge or understanding of the illusion we gain at the intellectual level remains virtually powerless to diminish the magnitude of the illusion.”
Mindbugs

• The modern conception of the unconscious mind is credited to another historical figure—one I knew nothing about until I started studying “Unconscious Bias”.

• A nineteenth century German Physicist and Physiologist “Hermann Von Helmholtz – who described the means by which the mind creates from physical data the conscious perceptions that define our ordinary and subjective experiences of “seeing”.

• Our visual system is capable of being tricked by s simple 2-D image because unconscious mental acts replaces the 2-D shape of the inferred object it suggests.
Mindbugs

• Take a look at the table again....the knowledge you now have (that the tables have identical surfaces has no corrective effect in diminishing the illusion.

• This vivid illustration of a signal of property of the mind- it does a great deal of its work automatically, unconsciously and unintentionally.

• Although Sigmund Freud rarely gets credit for bringing the term “unconscious” into every day use; unconscious workings of the mind has changed greatly in the century since Freud
Another example
Unconscious inference
Mindbugs- Unconscious Inference

• The squares marked A and B are exactly the same!
• This is an example of a mindbug that automatically goes to work on the image
• B is surrounded by several dark squares that makes it look lighter than it is, merely by contrast
• A is surrounded by adjacent lighter squares that make it seem darker than it actually is
• Next, the shadow is being cast by the cylinder-darkening the squares within the shadow including the one marked B.
SOCIAL MINDBUGS

• Human beings are social animals, first and foremost
• Emerging research suggests that selective brain regions appear to be active when we imagine the thoughts of another person.
Positive Stereotypes Are Still Biases

- Black ≠ athletic
- Asian ≠ smart
- Gay ≠ fashionable
- White ≠ good credit
- Jewish ≠ businessman
Culture
Culture

BEHAVIOR
Actions

ATTITUDES
Values, Beliefs, Judgments

KNOWLEDGE
Thoughts, Awareness
Cultural Competence
What is Cultural Competence?

• “The accumulated store of shared values, ideas (attitudes, beliefs, values, and norms), understandings, symbols, material products, and practices of a group of people” (Institute of Medicine, 2003)

• “The integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values and institutions of race, religious, or social groups” (Office of Minority Health, 2000)
OUR CHANGING DIVERSITY - UNITED STATES

2000
- White: 70%
- Asian: 4%
- Black: 12%
- Hispanic: 13%
- American Indian: 1%

2050
- White: 53%
- Black: 13%
- Asian: 9%
- Hispanic: 24%
- American Indian: 1%

2100
- White: 40%
- Black: 13%
- Asian: 13%
- Hispanic: 33%
- American Indian: 1%

U.S. Census Bureau
Not only are positive attitudes needed toward your own culture but also cultural heritage of your colleagues, employees, customers and patients.

It begins by being able to appreciate, value and respect differences.

Differences in your own heritage and the heritage of those who are different in areas such as race, ethnicity, socioeconomic status, religion, sexual orientation and cultural and health beliefs.
EVERY STORY HAS AN END. BUT IN LIFE, EVERY ENDING IS JUST A NEW BEGINNING.

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When you have completed this training:

Please email Barbara McClain, Title IX Coordinator at bmcclain@salemu.edu
Special Thanks To:

Marshall University

Shelvy Campbell, PhD
Associate Dean for Diversity & Inclusion

Debra Hart, MSHRM
Director of Equity Programs
Title IX Coordinator