**ON-SCREEN TEXT**: OSU-OKC Logo. DIVERSIFIVE “Unconscious/Implicit Bias Part 1” Steven E. Collins, J.D. Associate Professor Political Science

**VIDEO DESCRIPTION**: Small camera view of Steven Collins in the lower right-hand corner of the screen. Hi. I'm Dr. Steven Collins. I'm the Lead Political Science professor at OSU-OKC. I'm also a criminal defense lawyer. Welcome to another installment of Diversi-FIVE. The topic for today's lecture will be implicit or unconscious bias. I will read aloud the contents of each slide to engage and accommodate those who may be blind or have low vision, and also to engage those with multiple learning styles. Let's discuss what I hope you get out of today's lecture. I want to define bias and distinguish between it and racism. I want to list certain types of bias and explain each. I want to list steps to combat bias and finally, I want to reveal contact information for future reference and topic ideas.

**ON-SCREEN TEXT**: Outcomes: Define bias and distinguish between it and racism; List certain types of bias and explain each; List steps to combat bias; Reveal contact information for future reference and topic ideas.

**ON-SCREEN TEXT:** What is bias? Tendency to prefer one person or thin to another, and to favor that person or thing. What is implicit or unconscious bias? Bias that a person may not be aware of, but it shows in the way they behave. What is racism? The belief that people of some races are inferior to others, and the behavior which is the result of this belief. At the bottom of the screen is collinsdictionary.com.

**VIDEO DESCRIPTION**: Bias is just the tendency to prefer one person or thing to another and to favor that person or a thing. What makes it implicit or unconscious is sometimes we're not aware of the biases that we possess. That is different than racism. Racism is the flat out belief that some people are just inferior to others. I'll give you an example: because someone tends to have a certain bias about a group that they might deem an outgroup doesn't necessarily mean that they are racist. Which means it doesn't necessarily mean that they're going to burn a cross in someone's yard. They have biases. And I often think that biases help us shortcut decisions that we make every day. We make a lot of minor decisions during the day, some major but most minor. Do I go on red. Do I lock my door when someone comes out of Wal-Mart at 2:00 in the morning. Bias at times will help us make those decisions, and implicit and unconscious biases, we're just not aware and sometimes we're unaware of the impact that they might have.

**ON-SCREEN TEXT**: An image of white, brown, tan, and dark brown hands intertwining and grasping each other’s wrists above the text “Race: most scrutinized and historically discussed category.” An image of U.S. Congressperson Ilhan Omar above the text “Religion: Ilham Omar, U.S. Representative.” An image of two hands holding each other in front of a rainbow flag background above the text “Sexual Orientation: Religion is typically used in reference to any animus held regarding this category.” An image of a white male using a manual wheelchair with another white male behind him helping him push the wheelchair down some stairs above the text “Disability: The Americans with Disabilities Act provides protection.” An image of an older man with white hair and a gray beard with a coat and fingerless gloves sitting on steps holding a sign that says “Will work for food,” above the text “Wealth: All too often homelessness and poverty are seen as moral failings.”

**VIDEO DESCRIPTION:** There are some characteristics. Race: often scrutinized and most historically scrutinized I would say characteristics is race. Religion, sexual orientation, disability, and wealth. These are not the only characteristics we see decisions being based on. These are some of the more pervasive that we see in our society. Let's talk about some types of bias and I'll explain these. Conformity bias: this is sort of group think. It causes some people to abandon the truth and decide with the majority because some individuals feel more comfortable the more people that are on their side. Teaching political science, I'm aware that this is pervasive throughout government. That is exactly what politics is. Sometimes you don't necessarily side with the truth. You side with a group. Beauty bias: it works in favor of those who are deemed most beautiful or have appealing characteristics. So what that essentially means is it usually works in my favor. (chuckles softly) Affinity bias: works in favor of those in which we have something in common with. You are from the same town, they're from the same college. Let's talk about this halo effect. Halo effect is when you hear something about a person that might be positive; they served in the military, they went to an Ivy League school. This Halo forms around their head that is hard to disappear and so you tend to have a more favorable opinion of that person regardless of what they do. The horns effect is different. If someone is deemed to have done a bad thing they have a criminal record that tends to follow that person wherever they go.

**ON-SCREEN TEXT:** Types of Bias. An image of one medium-length vertical line above the word “Exhibit 1” and three vertical lines of varying length each labeled “A, B, C” above the word “Exhibit 2,” all of this is above the text “Conformity Bias: In essence this is group think and causes some to abandon truth to side with majority.” An image of Rihanna above the text “Beauty Bias: Works in favor of those deemed most beautiful or have appealing characteristics.” An image of several orange goldfish who swam by a person’s hand, with the person’s hand stopping a single green-colored goldfish from passing by above the text “Affinity Bias: Works in favor of those in which we have something in common (same college, same hometown).” An image of a Black or African-American child with angel wings and a halo with hands clasped near their mouth/chin above the text “Halo Effect: Works in favor of those who have a stellar characteristic (Ivy League, served in military).” An image of Harry Potter with horns on their head and bloody scratches on their face above the text “Horns Effect: Works to the detriment of those deemed to have done a bad thing (criminal record, arrived late to interview.”