**ON-SCREEN TEXT**: OSU-OKC Logo. DIVERSIFIVE “Unconscious/Implicit Bias Part 2” 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. Other type is similarity bias. And just like affinity bias it works in favor of those for which we have something in common with. The contrast effect, which you really see a lot in job interviews and also political candidacy: we tend to compare a person to the person that came immediately before and immediately after, when what we should do is compare them to the whole, to all of the candidates, right? And to the mission of the office in general instead of just what came before and what came after. Recency bias: it plays a role in that too. Attribution bias: the tendency to attribute personal accomplishments--your own, to your hard work. But when it's someone else that you deem to be in an outgroup, they just got lucky. When bad things happen to you, it's a stroke of bad luck. When it happens to someone else, they deserved it and it might be a character flaw. We have to sort of check those biases at the door too. Confirmation bias is a tendency to look for evidence that confirm our suspicions anyway. We're just looking for things that confirm our own ideas of what we believe. Remember when you have a belief so strong sometimes facts don't matter. We have to remember that we have to always be conscious of that. I'll share a short story: I had a student who said, "will you please listen to this 10 minute audio and tell me what you think about it on President Obama?" I said, "the audio was edited and it was actually a 45 minute speech." She said, "well, thanks for listening. I really don't care because I don't like him anyway." That confirmation bias will seep into our political thoughts and our everyday decisions if we're not careful.

**ON-SCREEN TEXT:** An image of two small, similar-looking dogs above the text “Similarity Bias: Works in favor of those for which we have something in common (race, religion, political affiliation).” A split image of two faces, one face is composed of green leaves against a blue sky background and the other face is composed of bare tree branches against a bleak, gray background above the text “Contrast Effect: Dictates that we compare people to those who came before or right after (interviews).” A cartoon image of two men sitting across from each other at a table drinking hot beverages, the man on the left is saying, “Do you believe in luck?” and the man on the right is saying, “Only in bad luck. How else can I explain the losses I have made in stock market?” above the text “ Attribution Bias: The tendency to attribute personal accomplishments to hard work and personal failure to bad luck while doing the opposite for others.” An image of the words “Confirmation Bias is the most effective way to go on living a lie” in all black capital letters above the text “ Confirmation Bias: The tendency to look for evidence that confirms our suspicions.” At the bottom of the screen is <https://www.socialtalent.com/blog/recruitment/9-types-of-bias>.

**ON-SCREEN TEXT:** “A father and son were involved in a car accident in which the father was killed and the son was seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue. The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed “Oh my God, it’s my son!’ Can you explain this?” Father/Son activity, adapted from Pendry, Driscoll, & Field (2007).

**VIDEO DESCRIPTION:** There's a little scenario here. A father and a son were involved in an accident. The father died, the son was taken to the E.R. The surgeon came in and said, "That's my son!" So this study was given to a group of people and some of them couldn't come up with the answer to the scenario. The obvious answer is it was his mother, but bias sometimes make makes people come up with crazy scenarios such as, maybe that was the adopted father, the biological father instead of going to the easiest solution and the surgeon was his mom.

**ON-SCREEN TEXT:** An image of a person’s tan sneakers near arrow directional markers on the ground with arrows pointing left, straight, and right above the text “Steps to Combat Bias.” Education: Learn the definition, causes, and effects of unconscious bias; share what you learn with classmates, colleagues, family, etc.; take a short class or training on unconscious bias. Enhanced Self-Awareness: Take inventory of self; take an online version of an unconscious bias test; call out bias when we see it or hear it. Expansion of social networks: Expand your social circles to includes people from all walks of life; follow people on social media with whom you typically disagree.

**VIDEO DESCRIPTION:** What can we do to combat bias? Education is huge. Learn the definitions, listen to more videos like this. If you want a short class, Harvard University I recommend, just google "Harvard Implicit bias testing." Take inventory of yourself. That's where we can start. And expand your social networks. Get out of the echo chamber where individuals say, "yeah they agree with everything you have to say." Follow some individuals on social media that you disagree with.

**ON-SCREEN TEXT:** An image of a person’s tan sneakers near arrow directional markers on the ground with arrows pointing left, straight, and right above the text “Steps to Combat Bias.” Flip It to Test It: Take note when you feel unconscious bias may be an issue; flip scenario; then reassess situation. As an organization, bias training is recommended: Must be followed up with action; allow participants to talk; conduct follow-up; be prepared to deal with skeptics; hold EVERYONE accountable. <https://www.inc.com/suzanne-lucas/your-brain-is-lying-to-you-heres-how-to-force-it-to-tell-truth.html>

<https://diversity.ucsf.edu/resources/strategies-address-unconscious-bias>

**VIDEO DESCRIPTION:** Also, flip it to test it. If you say it about a woman, see if the statement makes sense about a man. You say it about a black candidate, see if it makes sense about a white candidate. Flip it to see if the situation still makes sense. It might reveal some bias when you flip it. Also, if you're part of an organization consider having follow up. Talk about it. You will have skeptics that hold everyone accountable.

**ON-SCREEN TEXT:** How will YOU Diversi-FIVE? Have an idea for a future Diversi-FIVE topic? Want to talk about diversity and inclusion at OSU-OKC? We’ve got you. Disability Services and Diversity Office, Student Center, Room 136. Voice: (405) 945-3385 [diversity@osuokc.edu](mailto:diversity@osuokc.edu).

**VIDEO DESCRIPTION:** Do you have an idea about a future Diversi-FIVE topic? Let us know. Email us at diversity@osuokc.edu. And remember this: we have to make sure that our decisions are based in fairness, equity, and justice rather than insecurities and fear. The more we know, the more we grow. Thanks for listening.