

A monthly newsletter brought to you by the College Diversity Officer & Diversity Task Force

NCCC.EDU/ABOUT/DIVERSITY

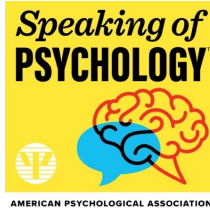
NOVEMBER 2022

RECOMMENDED FOR UNDERSTANDING BIAS

WHAT TO LISTEN TO

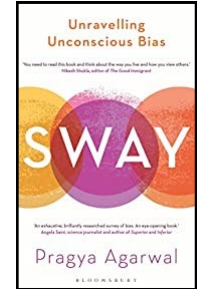
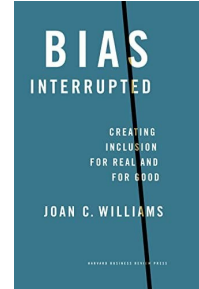
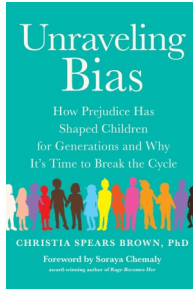
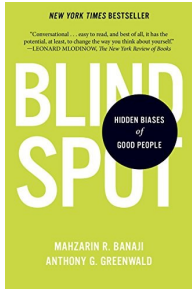
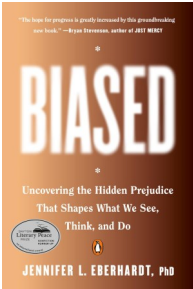


The human brain can process 11 million bits of information every second. But our conscious minds can handle only 40 to 50 bits of information a second. So our brains sometimes take cognitive shortcuts that can lead to unconscious or implicit bias, with serious consequences for how we perceive and act toward other people.



Episode 199 - The idea that people have biases that operate below the level of conscious thought is uncomfortable. But decades of research have found that many people who would never consciously agree with prejudiced statements against Black people, LGBTQ people, or women can nonetheless harbor implicit biases toward these groups and others.

WHAT TO READ



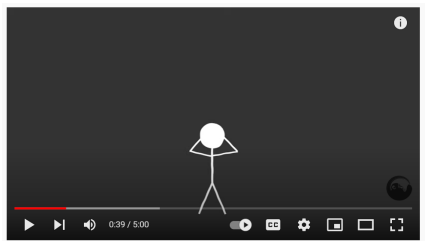
WHAT TO WATCH



Detect, Reflect, Reject: Identifying Bias



We all have implicit biases. So what can we do about it? | Dushaw Hockett | TEDxMidAtlanticSalon



Confirmation Bias in 5 Minutes

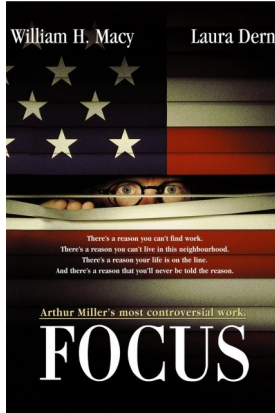


What Would You Do? Bike Theft (White Guy, Black Guy, Pretty Girl)



Dynamics of Oppression/Cycle of Socialization Lecture

MOVIE (2001)



MOVIE (2004)



WHAT TO DO — CHECK YOURSELF

Take an Implicit Association Test (IAT) at implicit.harvard.edu/implicit/ and learn about your own unconscious reactions.



Consider this Thought Exercise:
A father and son have a car accident and are both badly hurt. They are each taken to separate hospitals. When the boy is taken in for an operation, the surgeon (doctor) says "I cannot do the surgery because this is my son." How is this possible?

Answer: The surgeon is the boy's mother. If this surprises you consider the assumptions you made about gender roles and professional occupations when you heard the scenario. This is just one example of the implicit associations our brains make without conscious awareness.