



## RESOURCES for FURTHER LEARNING

### “Unconscious Bias: Can We See Our Own Blind Spots?”

Presented by Reggie Jackson & Dr. Fran Kaplan

**Online** – The Harvard Implicit Association Test <https://implicit.harvard.edu/implicit/>

#### **Books**

- Banaji, Mahzarin R. and Anthony G. Greenwald. *Blindspot: Hidden Biases of Good People* (2016).
- Chugh, Dolly. *The Person You Mean to Be: How Good People Fight Bias* (2018).
- DiAngelo, Robin. *What Does It Mean to Be White? Developing White Racial Literacy* (2012).
- Eberhardt, Jennifer. *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do* (2019).
- Feagin, Joe R. *The White Racial Frame: Centuries of Racial Framing and Counter-Framing*. 2nd ed. (2013).
- Hill, Daniel. *White Awake. An honest look at what it means to be a white Christian* (2017).
- Irving, Debby. *Waking Up White and Finding Myself in the Story of Race* (2014).
- Jana, Tiffany and Matthew Freeman. *Overcoming Bias: Building Authentic Relationships Across Differences* (2016).
- Loewen, James W. *Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong* (new edition, 2018).
- Metzl, Jonathan. *Dying of Whiteness: How the Politics of Racial Resentment Is Killing America's Heartland* (2019).

#### **Articles**

- Fiske, Susan T. *Look Twice: Prejudice might be hardwired in our brains. But we can still learn to override our prejudices and embrace difference.*  
[https://greatergood.berkeley.edu/article/item/look\\_twice#thank-influence](https://greatergood.berkeley.edu/article/item/look_twice#thank-influence)
- Lai, Calvin K. and Mahzarin R. Banaji, *The Psychology of Implicit Intergroup Bias and the Prospect of Change* (in press)  
[http://www.people.fas.harvard.edu/~banaji/research/publications/articles/2017\\_Lai.pdf](http://www.people.fas.harvard.edu/~banaji/research/publications/articles/2017_Lai.pdf)

#### **Video**

- The Danger of a Single Story*. A 19 minute TED talk by novelist and essayist Chimamanda Ngozi Adichie, 2009. <https://youtu.be/D9lhs241zeg>
- How to Deconstruct Racism One Headline at a Time*. A 16 minute TED talk by comedian Baratunde Thurston, 2019.  
[https://www.ted.com/talks/baratunde\\_thurston\\_how\\_to\\_deconstruct\\_racism\\_one\\_headline\\_at\\_a\\_time?language=en#t-4340](https://www.ted.com/talks/baratunde_thurston_how_to_deconstruct_racism_one_headline_at_a_time?language=en#t-4340)



## How to Expand Your Awareness, Manage Unconscious Bias and Work for Equity

### INTERNAL PRACTICES – RETRAIN YOUR BRAIN

1. **Remember that you are not culpable for what happened in the past but are responsible for the future.**
2. **Expose your brain frequently to points of view beyond the White Racial Frame by**
  - a. reading works of fiction and non-fiction by and for people of color. Memoirs may be particularly useful.
  - b. watching films scripted, acted, and directed by and for people of color.
  - c. reading works by racial justice advocates and educators – both people of color and white.
3. **Stay alert to your White Racial Frame and Unconscious Bias by questioning your gut feelings.**

### INTERPERSONAL PRACTICES – CONNECT WITH OTHERS

1. **Share what you learn** about Unconscious Bias, the White Racial Frame, and the complexities of US history with others, especially with other white Americans.
2. **Speak out** when people in your circle say or do something harmful about or to people of color, even unintentionally. The intent may be well-meaning but the impact can be traumatic.
  - a. See #1 above: Speak out by sharing your new knowledge and awareness.
  - b. Speak as lovingly and gently as possible. Disagree without being disagreeable. You'll catch more flies with honey than with vinegar.
3. **Listen to the voices and support the rights and choices of people of color.** Listen for understanding and try to avoid getting fearful and defensive. Racial anxiety on both sides is common; you can manage the discomfort.
4. **Build relationships beyond your bubble:**
  - a. Participate in activities with people different from you *in the spaces where they work, play, worship, shop, dine, and live*. This applies not just to people of color, but anyone significantly different from you in national origin/ethnicity, class, immigrant/refugee status, language (if possible), religion, sexual orientation, or gender-identification.
  - b. Share *first* about yourself and your family, background, interests, cultural practices – and *then* ask others about theirs. This is a natural way people make friends and begin to discover what they have in common.
  - c. Make sure your body language matches your words, says what you want it to say, despite some racial anxiety. If you relax your face and body, uncross your arms, lean in and listen, you yourself will feel more openhearted and your partner will feel more welcome to engage (especially when she/he/they feel anxious, too).

### INSTITUTIONAL/SOCIETAL PRACTICES – MAKE CHANGE IN YOUR SPHERE OF INFLUENCE

1. **Acknowledge the traumatic historical and lived experiences** of marginalized or devalued groups **and support their commemorations** within museums, textbooks, public programs, memorials and ceremonies.
2. **Join and/or give material support to social justice organizations that work for racial justice** such as
  - a. Anti-poverty / fair wage reforms
  - b. Voting rights
  - c. Criminal justice reform
3. **Examine the policies and practices of your own organizations, notice if they center white culture, and work for the needed changes to promote diversity, cultural responsiveness, inclusion, and equity** – including in top leadership. If you are not clear what these terms mean, look them up – and/or attend or sponsor a talk about them.
4. **Prepare your children to live and thrive in a multicultural world.** Read/provide them books *by, for, and about* diverse peoples and their lives. Ditto films. There are now many such great cultural works for all ages.
5. **Don't give up.** Change takes time, but together we are building a country in which *all* people will thrive!