

Strategies for Addressing the Impact of Implicit Bias at the Interpersonal and Institutional Level

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THE SUPREME COURT *of* OHIO **2020**
Dispute Resolution
Conference

About the Kirwan Institute

We work to create a just and inclusive society where **ALL** people and communities have the opportunity to succeed.



How Kirwan Approaches Our Work

RACE & COGNITION

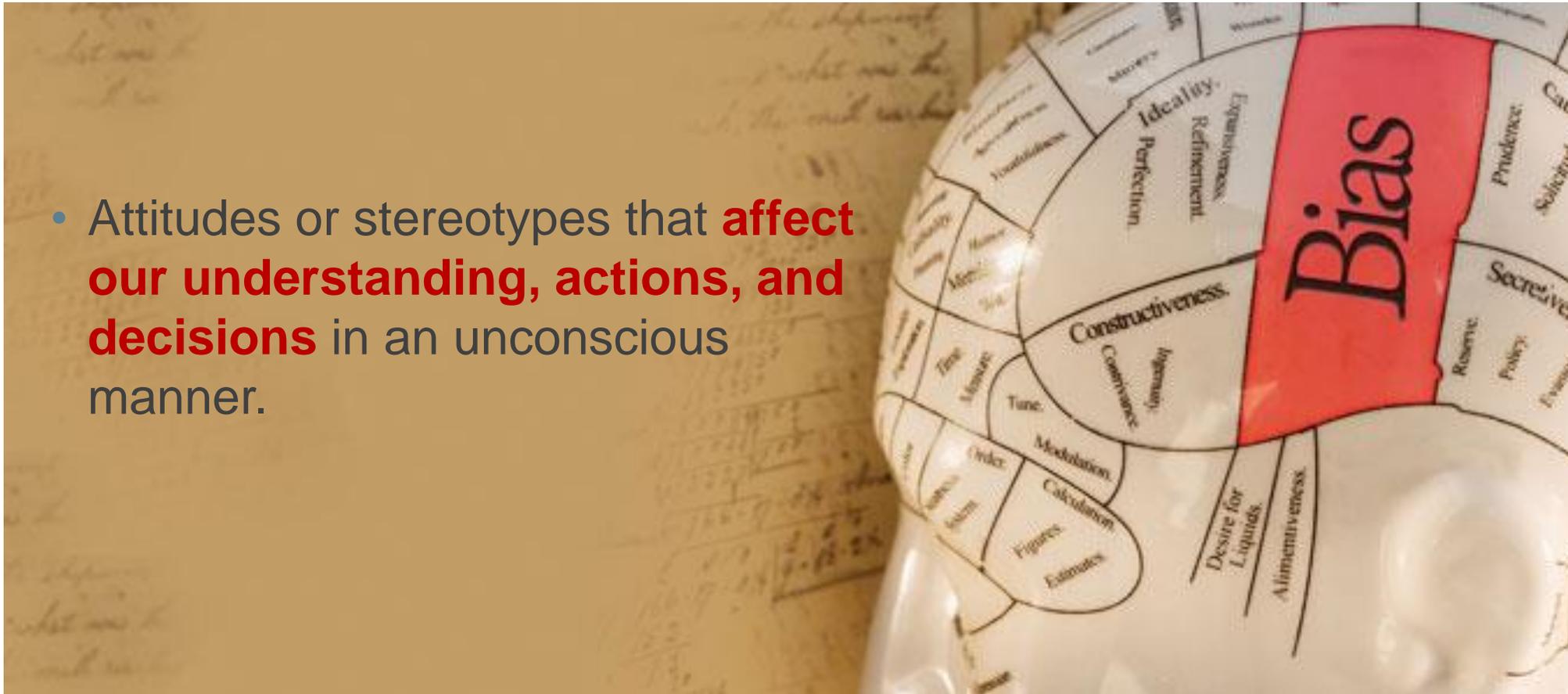
The role of individual-level thoughts and actions in maintaining discrimination.

STRUCTURAL RACIALIZATION

The influence of our country's racial history on policies, practices and values that perpetuate racial inequity.

Defining Implicit Bias

- Attitudes or stereotypes that **affect our understanding, actions, and decisions** in an unconscious manner.



<https://images.app.goo.gl/FQx1nX2kjA5JKFxS8>

Characteristics

Automatically
activated

Associative in nature

NOT always based on accurate
or objective information

Formed through
repeated exposure

Does not always
align with explicit
intentions

Susceptibility at Key Decision-Making Moments

Time Constraints

Compromised Cognitive Control

High Ambiguity

Overconfidence in Objectivity

STEREOTYPICAL ASSUMPTIONS

- Immutable Characteristics
- Race/Color
- National origin
- Sex/Gender
- Disability – Physical or Mental
- Age
- Cultural

Workplace Disputes & Mediation

- People use stereotypes to make decisions about coworkers
- Managers use of stereotypes in decision making
- A stereotyped person is not seen for what she can contribute
- A stereotyped person is not seen for who she is

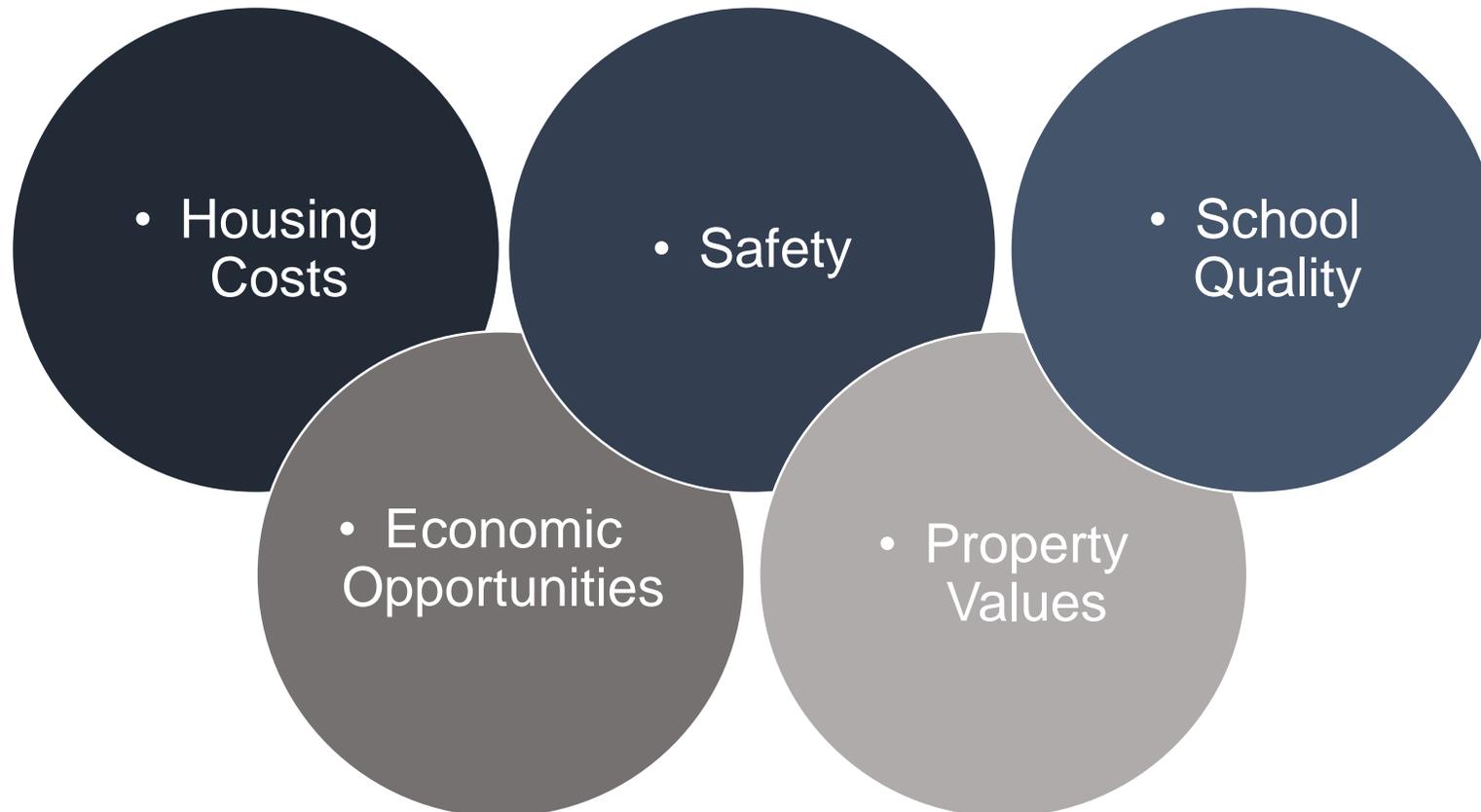
Housing Disputes & Mediation

- Affects our Housing choices
- Affects where we choose to live
- Bias of the Landlord
- Disability – Reasonable Accommodation
- Sexual Harassment

Stereotyping and Implicit Bias Effects on a Mediation

- Mediators' specific gender, race, and or ethnicity can have an impact on a mediation
- Co-mediation with different genders or races
- Social Status of the Parties
- Economic Status of Parties
- Cultural and generational differences can lead to discrimination.

Race & Neighborhood Perceptions



Race & Neighborhood Perceptions



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How does the racial composition of a neighborhood impact how individuals perceive it?

Race & Neighborhood Perceptions

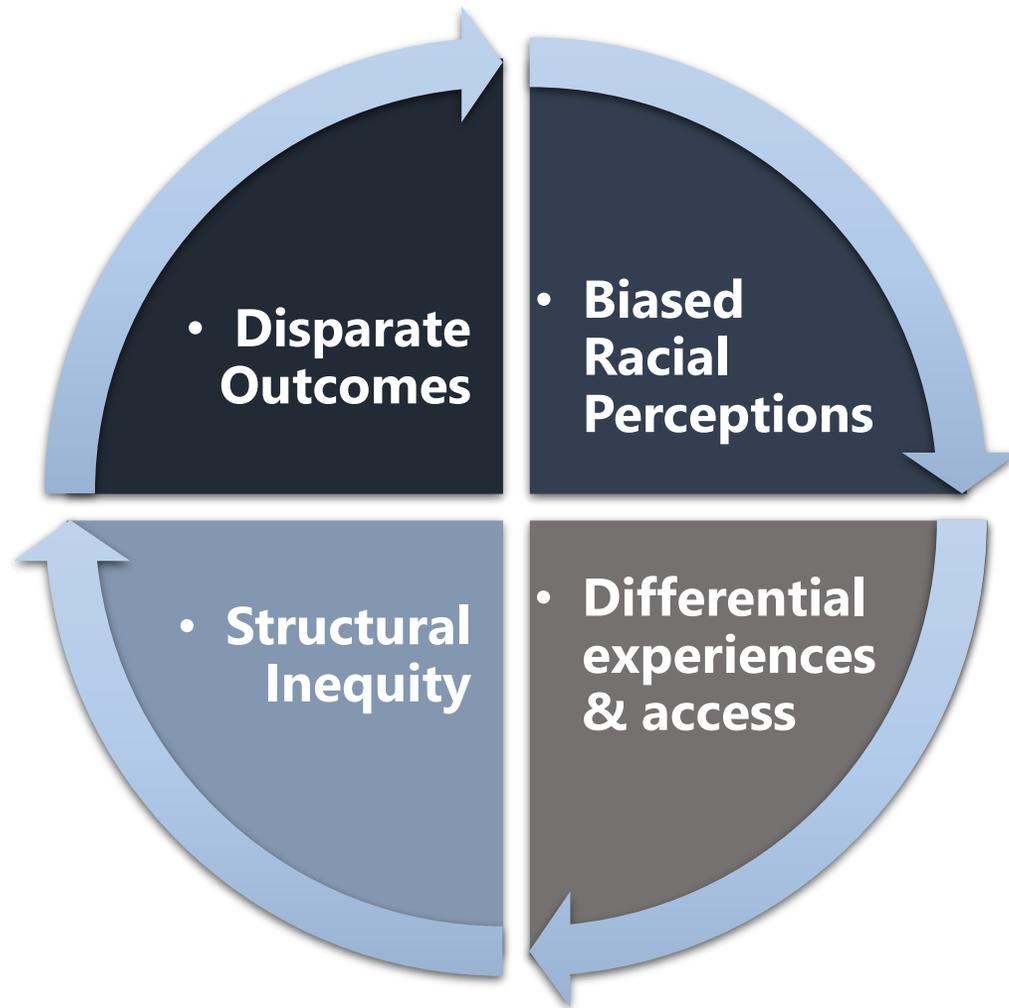


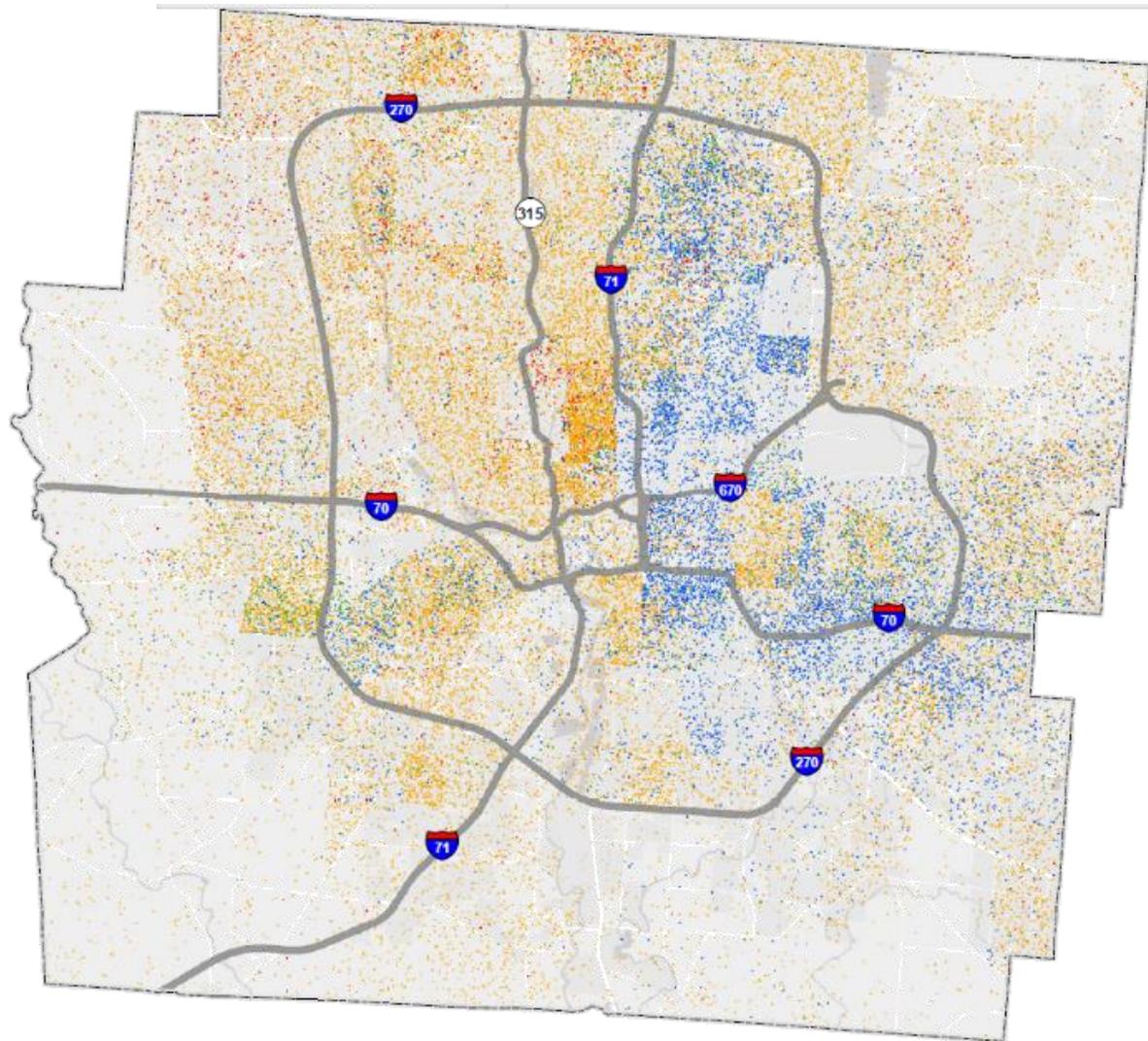
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For **White participants**, simply seeing **Black residents** in a neighborhood elicited more negative evaluations of the neighborhood conditions – even when all aspects except race were comparable between neighborhoods.

Implicit Bias is only Part of the Story of Inequity





Franklin County, OH

Racial Distribution Map

Race / Ethnicity

- 1 Dot = 20
- White (non-Hispanic)
- Black (non-Hispanic)
- Asian (non-Hispanic)
- Hispanic (Any race)

“Segregation never comes about because it ‘just is,’ as the term ‘de facto’ might also suggest. The bottom line is this: segregation has always involved some form of institutionally organized human intentionality, just as those institutions have always depended on more broadly held beliefs, ideas, and customs to sustain their power.”

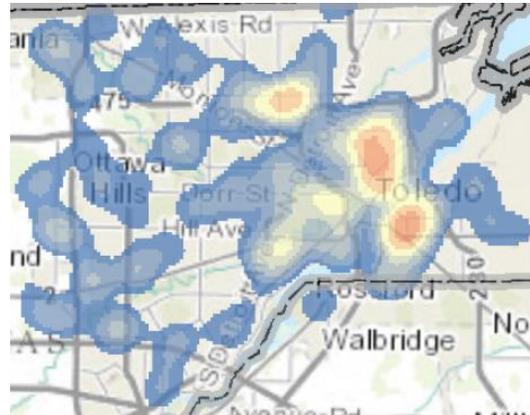
Carl H. Nightingale

Segregation: A Global History of Divided Cities

Drivers of Racial Segregation and Opportunity Isolation for Communities of Color



Long-term impacts of discriminatory laws and policies



“Million Dollar Blocks”
Infant Mortality, LBW
Asthma
Lead
Diabetes

Racial Wealth Gap
City Services and Maintenance

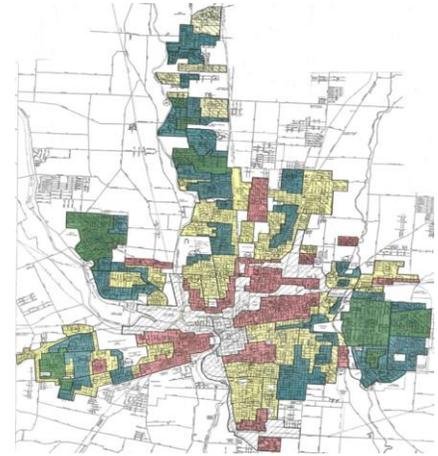
Redlining

Crime & Safety,
Health Problems

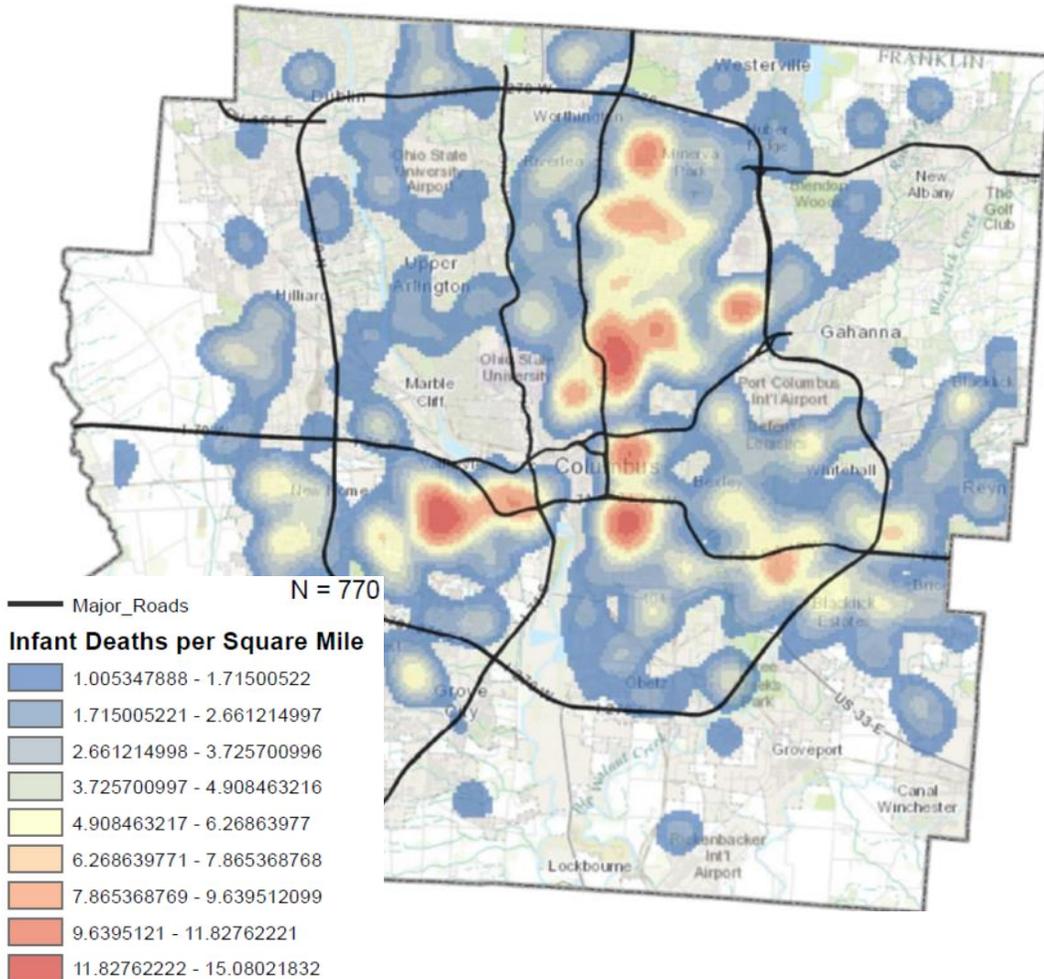
Foreclosure &
Vacancy

Asset Wealth Loss,
Dwindling Tax Base

Disinvestment
Housing Decline
Predatory Lending
Property Value Loss

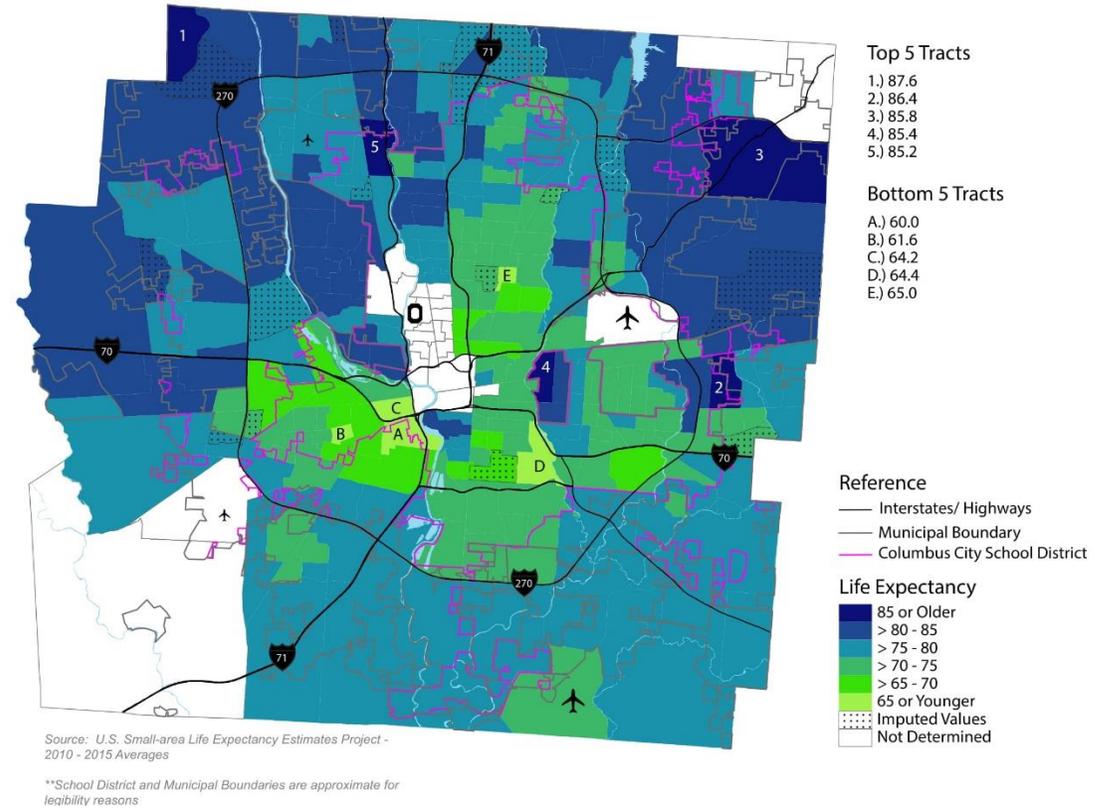


Infant Deaths, 2007-2011



Life Expectancy

Franklin County Life Expectancy



How do we build more equitable communities?

- Understand the role of systems and policy
- Promote policies that address structural drivers of inequality
- Be both holistic & strategic (Identifying strategic points of change)
- Focus on engagement & local capacity



Creating a Cycle of Equity





“Competence” vs. “Humility”

- A cultural **competence** framework calls for expert knowledge about and familiarity with cultural differences.
- A cultural **humility** perspective challenges us to learn from the people with whom we interact, reserve judgment, and actively bridge the cultural divide between our perspectives.

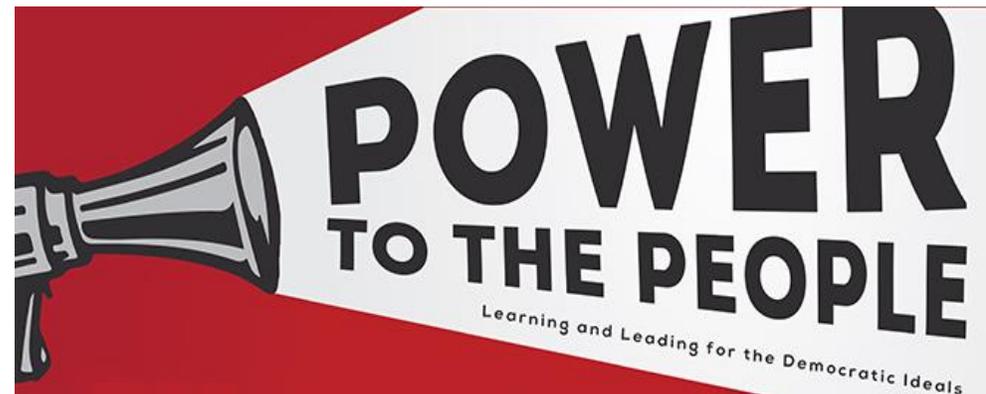
Tervalon, M. & Murray-Garcia, J. (1998) Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. Journal of Health Care for the Poor and Underserved, 9(2), 117-125.

Cultural Humility “Toolkit”

- 1) Lifelong Learning & Critical Self Reflection**
- 2) Understand and Mitigate Power Imbalances in Community Dynamics**
- 3) Model Cultural Humility in Institutional Norms and Culture**

Mitigating Power Imbalances

- ✓ **Be Honest About the Elephant In the Room**
- ✓ **Use Everyday Language and Explain ‘Wonky’ Terms**
- ✓ **Identify By Sharing Experience of Power Imbalances**
- ✓ **Open to Shared Agenda Setting**
- ✓ **No Pressure To Share**
- ✓ **Start With What’s Important to Them**



THE PRINCIPLES FOR

Equitable and Inclusive

Civic Engagement



**A GUIDE TO
TRANSFORMATIVE
CHANGE**

BY KIP HOLLEY

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Equitable Civic Engagement Principles

Recognizing Race, Power, and Injustice

- Recognizing the Historical Inequities in Our Communities
- Awareness of Racial Bias in Community Dialogue
- Awareness of Structural Power Imbalances
- Understanding that Power Sharing Involves Conflict

Hospitality: Invitation & Listening

- Meeting People 'Where They Are'
- Active and Intentional Listening to Others and Ourselves
- Engaging through Frames of Shared Opportunity
- Building A Sense of Deep Belongingness

Trust-Building & Commitment

- Making and Keeping Promises
- Building Trust by Building Empowerment
- Building Trust Through A Willingness to Learn

Practicing Cultural Humility (ASSESS)

A-Ask a question in a humble, safe manner

S-Seek self awareness

S-Suspend judgment

E-Express kindness and compassion

S-Support a safe and welcoming environment

S-Start where the other person is at



Equity & Justice



THANK YOU!

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