



Managing Implicit Biases: Lessons from Social Science Research

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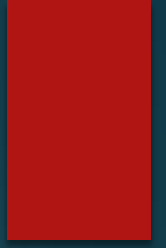
What is implicit bias?

- ▶ **Definition:** The associations or stereotypes we have that affect our understanding of, actions toward, and decisions about others without our awareness or intentional control
- ▶ **Impact:** Can affect the way we think about, act toward, and judge others, e.g.:
 - body language in social interactions
 - selection & hiring decisions
 - voting choices in public elections
 - decisions about where to make budget cuts
 - the perception of threat and the use of force
 - judgments about others' blameworthiness and guilt
- ▶ **Risk factors:** Implicit bias is more likely to affect us when...
 - the situation is ambiguous, stressful, and/or complex
 - we are distracted, tired, hungry, overwhelmed, or otherwise not functioning at our best

What is implicit bias?

- ▶ For more information, see:
 - National Center for State Courts: www.ncsc.org/ibeducation
 - Harvard University's Project Implicit: www.projectimplicit.org
 - 2013 TED Talk by Jerry Kang ("Immaculate Perception")
 - The ABA's Implicit Bias initiative

Managing implicit biases:



Managing implicit biases: Promising strategies?

1. Change implicit biases
 - ▶ Education, counterbias training (learn new habits)



Managing implicit biases: Promising strategies?

2. Correct for implicit biases

- ▶ Compensate for undesirable influences of implicit biases on judgment
- ▶ But...
 - Backfire risk: language used is important
 - Aware that it is self-relevant? Understand the magnitude & direction? Motivated to act and capable of acting?
 - Timing of intervention
 - ???

Managing implicit biases: Promising strategies?

3. Work around implicit bias

- ▶ (Re)design the decision-making environment to prevent activation of implicit biases, e.g.:
 - To allow for “blind review” (e.g., audition example)
 - To remove barriers to information processing and minimize challenges in the jury decision-making process
 - To select a diverse group of decision-makers

Managing implicit biases with juries

- ▶ Encourage researcher – practitioner partnerships
- ▶ Review existing data and establish a research agenda
 - Identify critical points in the process that are ripe for intervention
 - Identify strategies that are currently used or that could be developed
 - Identify opportunities for testing those strategies