

APPLY ATTRIBUTES

STEREOTYPES

ATTITUDES

## **IMPLICIT**

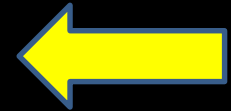
occurs automatically

## **BIAS**

impacts our expectations, perceptions  
and behaviors

**Strengthen over time**

# Even consciously egalitarian people



**still have *implicit* biases.**



**How do we know there is implicit bias?**  
**What difference does this make?**



# THE NEW WAY TO MEASURE BIAS...TEST

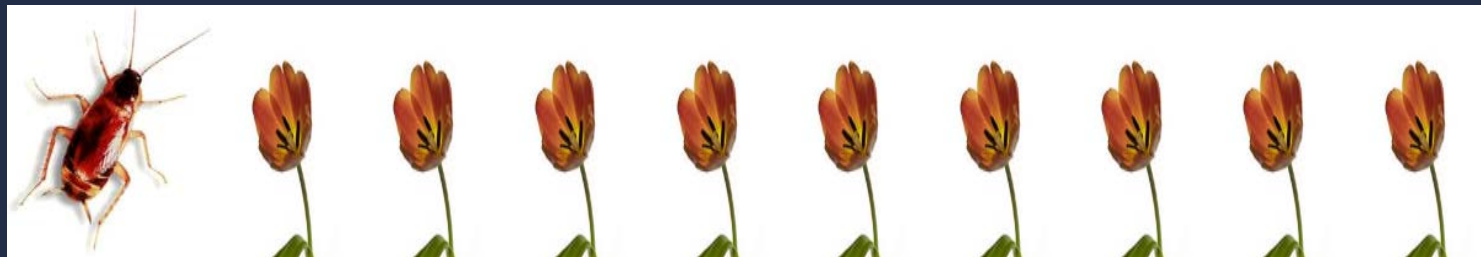
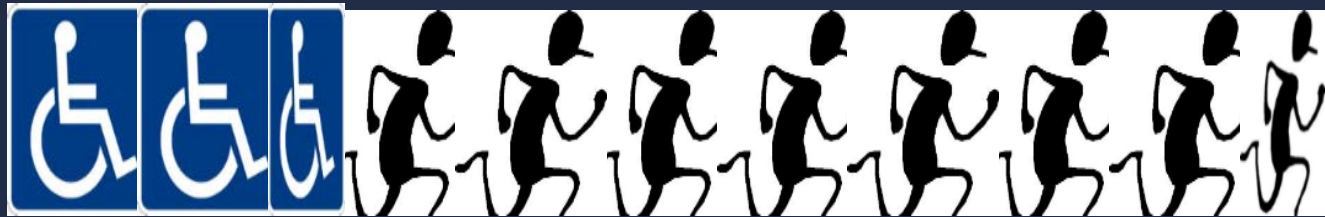


Take the Test  
<https://implicit.harvard.edu/>

<a href="#">Native IAT</a>	<a href="#">Arab-Muslim IAT</a>
<a href="#">Disability IAT</a>	<a href="#">Weapons IAT</a>
<a href="#">Race IAT</a>	<a href="#">Age IAT</a>
<a href="#">Sexuality IAT</a>	<a href="#">Skin-tone IAT</a>
<a href="#">Gender-Career IAT</a>	<a href="#">Religion IAT</a>
<a href="#">Presidents IAT</a>	<a href="#">Weight IAT</a>
<a href="#">Gender-Science IAT</a>	<a href="#">Asian IAT</a>

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# What has the IAT shown?



99% prefer flowers

71% white > black (white)

77% women home > career

76% abled > people w/disability

72% women liberal arts > science

58% Native Am/foreign > Native Am/Am

...

Project Implicit; Benedek Kurdi, et al., Relationship Between the Implicit Association Test and Intergroup Behavior: A Meta-Analysis 1 (2018).



**Does this mean where are all sexists/\*ists?**

**NO**

**New science offers another answer.**



### III. HOW DOES IMPLICIT BIAS MANIFEST ITSELF IN OUR SYSTEM OF JUSTICE?



**Thomas Meyer**  
**3rd year associate**  
**NYU**  
**African American**

- **Score: 3.2**
- **More identified spelling/grammar errors (5.8/7)**
- **More technical writing errors (4.9/6)**
- **Needs lots of work**
- **Can't believe went to NYU**

**Thomas Meyer**  
**3rd year associate**  
**NYU**  
**Caucasian**

- **Score: 4.1**
- **Fewer identified spelling/grammar errors (2.9/7)**
- **Fewer technical writing errors (4.1/6)**
- **Good analytic skills**
- **Generally good writer with potential**



Picture Source, Curator • Supreme Court of the U.S.

- **What aspects of today’s civil and criminal justice systems might be implicated and affected by participants’ implicit biases?”**
- **“Everything and everybody.”**  
Judge Mark Bennett

Judge Mark W. Bennett, Manifestations of Implicit Bias in the Courts Ch. 4; Judge Andrew J. Wistrich & Jeffrey J. Rachlinski, Implicit Bias in Judicial Decision Making Ch. 5, Enhancing Justice: Reducing Bias (Sarah E. Redfield ed. 2017)+