

Memory

- **Defendant: William or Tyrone**
- **Tyrone = 80.2%**
- **William = 68.8%**
- **Tyrone = false recall of aggression**



IV. WHAT STRATEGIES CAN WE USE TO IDENTIFY & INTERRUPT IMPLICIT BIAS?

Part III. Disrupt Bias

Become
Aware

Be Motivated

Be
Trained

Seek Diversity

Intervene
(passim)

Recognize &
Limit Ambiguity
& Discretion

Attend
environment
messaging

Individuate

Practice
Perspective

Stay
Accountable

BE BOTHERED

STARE

SPEED BUMP

By Dave Coverly



- "Cognitive Miser"
Rigidity amplified by
time pressure
- negative emotions
 - exhaustion
 - and other stressors



Even if motivated, even if trained...

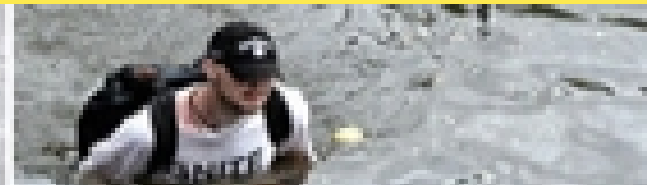
- Can be tiring (cognitive miser)
- Hard to know what; when.
- **Need to know when to STARE**
- **Critical discretionary decision points.**
- **Clarification of ambiguity.**





IV. HOMEWORK - TAKEAWAYS - QUESTIONS

Deliberate Practice Homework: WATCH THE MEDIA.



"implicit racial meanings have simply attached like barnacles since our infancy."



AP Associated Press AP - Tue Aug 30, 1:23 PM ET

A looter carries a bucket of beer out of a grocery store in New Orleans on Tuesday, Aug. 30, 2005, as floodwaters continue to rise in New Orleans after hurricane Katrina made landfall on Monday. (AP Photo/Dave Martin)

Email Photo Print Photo

"A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday."

"Two residents wade through chest-deep water after finding bread and soda from a local grocery store in New Orleans, Louisiana."

Dog walks away with a bag of food after Hurricane Harvey.

Become Aware

ah Redfield 2017

Strategy

Associated Press A Fine Line Between "Loot" and "Find"; Jerry Kang, Trojan Horses of Race, 118 Harv. L. Rev. 1489 (2005)

Deliberate Practice Homework: WATCH YOUR (& OTHERS') MESSAGING.



Julie Moos b. 1965 THE NEW AMERICANS

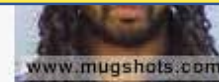
A Series of Photographs by Julie Moos. Each of these photographs portraits recently sworn-in American citizens photographed immediately following their naturalization ceremony that took place at this courthouse on Friday, November 11, 2016. The relationship between the sitters ranges from a range of possible combinations of family members such as husband and wife, mother and son, to complete strangers. The people who have never met yet share a common bond of having experienced the profound citizenship ceremony. The artist is encouraged to speculate about the relationship between the pairs.



Attend
environment

2018

Disrupt Bias Attend



MUGSHOTS.COM NEWS, [HTTPS://MUGSHOTS.COM/US-COUNTIES/ILLINOIS/COOK-COUNTY-IL/](https://mugshots.com/US-COUNTIES/ILLINOIS/COOK-COUNTY-IL/); NICOLE GONZALES VAN CLEVE, CROOK COUNTY: RACISM AND INJUSTICE IN AMERICA'S LARGEST CRIMINAL COURT (2016).

QUESTIONS?



