This is your brain on bias
(…or, the neuroscience of bias)

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Bibliography


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To take an implicit bias test, go to: Project Implicit. [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)

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What we can do

First, accept the fact that each of us learned biased beliefs, assumptions, and stereotypes about people who are members of “out-groups”. We can challenge these by focusing our attention on members of that out-group who do not fit these conceptions. Purposefully look for counterstereotype examples. Do this a lot.

Second, when encountering a person who is different from you, check how you are feeling and try to get a hint of what you might be thinking about this person and how it makes you feel. This awareness will help you find out what specific stereotypes you hold.

Third, remember that we all have unconscious, implicit biases about others. Find a word or phrase that counters the stereotype you have and say this word to yourself whenever you encounter a member of that group.

Fourth, remember also that we are born with a neural bias for in-group members. Factor this in when making decisions, such as in hiring or evaluating people who are members of an out-group.

Fifth, know that experiences impact both our conscious and unconscious thoughts and what we remember. Intentionally get to know people who are not like you. Get to know them well.

Sixth, mirror neurons allow us to feel how others feel. When interacting with people who are different than you, practice increasing your understanding of them and your empathy for them.

Seventh, purposefully work to reflect on and transform your behavior toward out-group members in such a way that you reduce the impact of your stereotypes and biases on your actions and interactions.