

# Implicit Bias



THE CITY OF  
**COLUMBUS**  
ANDREW J. GINTHER, MAYOR

DEPARTMENT OF  
HUMAN RESOURCES

Presentation for:

**The Commission On Black Girls**

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Citywide  
Training & Development

# City of Columbus



- **Citywide Training & Development (CTD)**, offers a variety of classes open to the public that are reasonably priced and conveniently scheduled. CTD has something for anyone looking for professional development opportunities.
- **Mission:** CTD is the lead agency to facilitate peak performance by providing City of Columbus employees and the public innovative training, development and best practices that enable them to reach personal, professional and organizational excellence.
- **Course catalogue:** [www.columbus.gov/hr/citywide-training/Course-Offerings/](http://www.columbus.gov/hr/citywide-training/Course-Offerings/)

# Implicit (Unconscious) Bias

Offered by The City of Columbus, Citywide Training & Development

## Course Objectives & Concept Content:

- Define Implicit Bias
- Review types of biases
- Understand effects of biases
- Implicit Association Test (IAT)
- How to address implicit bias
- Case studies
- Warmth & competence

## 2018 Implicit Bias Training:

- 75 - Implicit Bias sessions conducted
- >1200 participants

# What is Implicit Bias?

- Also known as implicit social cognition, or unconscious bias
- Refers to attitudes/stereotypes that affect our thought process and actions in an unconscious manner.
- Can be both favorable and unfavorable assessments
- Activated involuntarily and without an individual's awareness or intentional control.
- Resides deep in the subconscious and not accessible through introspection.
- Can cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance.

# How Implicit Bias can have an impact on the quality of life for Black girls?

- **Adultification Stereotype**

- Need less nurturing
- Need less protection
- Need less support and comfort
- More independent
- More knowledgeable about adult topics
- Know more about sex

# How Implicit Bias can have an impact on the quality of life for Black girls?

## **Stereotype & Consequences of Adultification**

### **Education:**

- Lower academic expectations
- Black girls thought to be less innocent and may receive harsher punishment for slight transgressions
- Lose out on leadership & mentorship opportunities in school

### **Justice:**

- Actions are thought to be malicious and intentional
- Not afforded the opportunity to make youthful/immature mistakes and benefit from correction

# How Implicit Bias can have an impact on the quality of life for Black girls?

## **Stereotype & Consequences of Adultification**

### **Social:**

- Negative narratives of Black femininity
- Some Black girls are thought to be rowdy and more disruptive than peers
- In the child welfare system, Black girls may be viewed as more independent – are assigned to different placement /treatment from white girls

# What can the Commission do to improve, enhance, and support the quality of life of Black girls in Columbus, Ohio?

- Educate educate educate!
- Work with schools, Boards of Education and social services to initiate or enhance programs to support Black girls
- Engage and support caretakers to be proactive in the educational aspects of their girls lives
- Research/revamp early intervention services



# What can the Commission do to improve, enhance, and support the quality of life of Black girls in Columbus, Ohio?

- Work with social services to make sure girls 'ageing out of the foster care system' have transitional resources
- Partner with the legal/justice community to establish ongoing bias training
- Create a resource guides for girls and commission partners

Thank you to The Commission on Black Girls!

Questions?  
Comments?



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# Contact Citywide Training & Development

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