Reducing implicit race biases

Institution Affiliated

Date

The objective of the study was to develop strategies that are aimed at reducing implicit race biases among people. Implicit biases result from implicit stereotypes and attitudes which are developed from an unconscious mind. Precisely, they are attitudes people develop against others without their mental awareness. The strategies relate with HRL 250 topics in a number of ways. First, the whole idea of implicit biases have to do with the brain since they are attitudes developed in the brain only that they are developed in an unconscious state. The brain is a very powerful organ that can develop biases that affect how people relate. Stereotype replacement strategy involves replacing stereotype responses with non-stereotype responses that relates to learning because stereotype response is basically an unlearned behavioral reaction a person exhibits to some stimuli. Replacing such responses may involve learning new behaviors that guide responses and therefore pursuing the new behavior. The learning process may involve identifying a response as stereotypical and deciding on why such a response occurred. Once that has been achieved an alternative response is learned and mastered.

Counter-stereotypic imaging strategy requires that people closely examine the actions of people who are opposed to stereotyping and learning from them. These may involve observing famous people as well as those that are not famous and taking note of their attitudes toward stereotyping. This is the case with learning from experience as it calls upon individuals to make use of counter-stereotypic others in developing new behaviors. The topic on reflective practice talks about how individuals stop to think about their practices and actions and consciously look at their decision making so that they can draw new theories that can be related to what they actually do. This process is particularly important in understanding one’s own thinking at a particular time based on knowledge possessed so as to develop new understanding. This topic can be related to stereotype replacement.

Another strategy is based on increasing interactions with groups of people that are different from one’s own group. This helps in reducing biases by changing the cognitive attitudes of the group. People become more connected and realize that they possess very little differences, if any. By actively interacting with others people are able to increase their emotional intelligence because they increase their capacity to understand their own feelings and that of others. Therefore emotional intelligence is associated with increased positive interactions with others. Further, through emotional intelligence people are able to develop individualized feelings and attitudes towards others as opposed to generalizing a group of people. This is important because different people have different ideals and therefore it is very inaccurate to generalize people based on social groupings.

Transformative learning involves three concepts: psychological, behavioral and conviction. Psychological concept refers to the changes in the way people understand themselves. It calls upon how one regards himself or herself. Conviction is what institutes the revision of the beliefs people possess. Behavioral concept involves the changes in the way people live. The psychological concept of transformative learning can be related to the strategy of perspective taking which heightens psychological closeness between different groups of people, especially between stigmatized and non-stigmatized people. The outcome is that both groups start living in a biased-free manner.

All the strategies can be improved through coaching and mentoring which is a more practical method at a workplace. People who possess stereotypical behavior can be helped to replace these behaviors with non-stereotypical behavior through coaching. Mentoring may involve the use of mentors or experienced people like psychologists to help people become conscious of their feelings so that they can analyze the feelings to check for biases.