**Lesson 05: Analyzing Self**

#### **Reading Assignment**

* Lesson 05 Commentary

**Other Readings:**

* [Devine, P., et al.](https://ezaccess.libraries.psu.edu/login?url=http://dx.doi.org/10.1016/j.jesp.2012.06.003)[Long-term reduction in implicit race bias: A prejudice habit-breaking intervention](http://ezaccess.libraries.psu.edu/login?url=http://dx.doi.org/10.1016/j.jesp.2012.06.003)[*.* Journal of Experimental Social Psychology, 48(6), November 2012, pp. 1267-1278.](https://ezaccess.libraries.psu.edu/login?url=http://dx.doi.org/10.1016/j.jesp.2012.06.003)
* [Unconscious Bias](https://www.broadgatesearch.com/insights/unconscious-bias-96892/)
* [Stereotype Content: Warmth & Competence Endure](https://journals.sagepub.com/doi/full/10.1177/0963721417738825)

#### **Objectives**

After successful completion of this lesson, you will be able to:

* Describe implicit and explicit bias.
* Describe how stereotypes, prejudice, and discrimination manifest in organizational settings.
* Expand your understanding of diversity as an individual and as a member of an organization.
* Before continuing on to this week's content, please [take one of these self-analysis tests](https://implicit.harvard.edu/implicit/takeatest.html) to find out their own personal biases. These quizzes will allow you to find out if you have biases towards Asian, Gender/Career, Native Americans, Age etc.  You may pick quick quiz you would like to take; I just ask you take one to help with this week's concept.

### Commentary - Recap of Primary and Secondary Dimensions

You are now aware of the differences between primary and secondary dimensions of diversity. Both primary and secondary characteristics are essential to our individual identities. They clearly give rise to an individual's perspectives, experiences, and they shape our values and attitudes. How do these identity traits distinguish us from others both as individuals and as members of a group? How do these dimensions of diversity impact how we relate to others inside and outside the workplace, and form our social environment?

Although not always apparent, most people hold stereotypes about other people. **Stereotypes** are not always innocuous. They are often quite hurtful. Nevertheless, some stereotypes can sound positive, like the popular stereotype that all Asian Americans are smart, or all African American men are good at basketball. While on the surface this seems positive, it is a distortion of the truth that denies these groups their individuality. "Positive stereotypes don't just affect how people are perceived by others.  They also distort how people view themselves." [(NPR - CODESWITCH - 2018)](https://www.npr.org/sections/codeswitch/2018/02/17/586181350/strong-black-woman-smart-asian-man-the-downside-to-positive-stereotypes).

**Prejudice** is a negative attitude based on stereotype and emotional prejudgment of member of a social group or category. It is a bias and can also be detrimental to interpersonal relationship in the workplace. Personal prejudices can manifest in the workplace and can directly and indirectly impact organizational performances. They can also hinder equal treatment of all members of diverse groups in the work place.

**Implicit bias** occurs when we have preference or aversion to certain people based on stereotypes or attitude, we associate with that group unconsciously based on characteristic such as race, ethnicity, age, sexual orientation, and appearance. Implicit biases can encompass both favorable and unfavorable assessments of certain people. It is involuntarily and without an individual's awareness or intentional control. For example, we may associate criminality with African Americans, or Asian Americans are good at math. It is pervasive in that we all possess implicit biases. We may have learned it from the media, social environment or other experiences.

According to the [Perception Institute](https://perception.org/about-us/), “**Explicit bias** refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others."  Unlike implicit bias, explicit bias is deliberate choice, it is conscious, and controlled thought based on a person’s characteristics such as race, ethnicity, religion, and age. When biases are perceived to be valid, those who hold those views they are more likely to justify unfair treatment, harassment, discrimination, or even violence. For example, hate speech, discrimination at work by denying promotion or assignment because of the person’s race, ethnicity, gender, age or other characteristics including religion.

Individuals also have group identities and affiliate with others based upon commonality. Social identity theorists point that "an individual's personal identity is highly differentiated and based in part on membership in significant social categories, along with the value and emotional significance attached to that membership." (Brewer and Miller, 1984).  How does group identity impact organizational behavior? Does it reinforce stereotypes and prejudices when employees are not seen as individuals but as members of a group?

#### **Thoughts to Ponder**

How do stereotypes and prejudices manifest themselves in the workplace? Do they become barriers to effective communication in the workplace? Do they make it difficult to accept people as individuals rather than as a group?  Do they tend to undervalue accomplishments and contributions of individuals because of their heritage or group membership? How may they lead to discrimination? What can be done to minimize implicit bias at the individual level? How can we reduce explicit bias both at the individual and institutional level?

##### **Short Quiz (Test your knowledge - not graded):**

Top of Form

Multiple choice question

People are more likely to express explicit bias when they perceive an individual or group to be a threat to their well being

Multiple choice question

Things to keep in mind of implicit bias.Things to keep in mind of explicit bias.Explicit bias.Implicit bias.



Bottom of Form

Top of Form

True or False question

**True or False:**Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.

True or False question

TrueFalse



Bottom of Form

Top of Form

True or False question

**True or False:**Everyone possesses implicit bias.

True or False question

TrueFalse

Bottom of Form

# **Lesson 05 Stereotypes Activity and Essay**

On your own, write down three adjectives that come to your mind for each of the groups listed below. In the last three rows of the table, **add three new groups to which you may belong**, or that you’ve heard of, and complete the same activity, adding three adjectives for each group. Then answer the questions that are provided below the table.

**Copy and paste the following table into a "New Post" to fill in the "Three Adjectives" column.**

|  |  |
| --- | --- |
| **CATEGORY** | **THREE ADJECTIVES** |
| African American Men |   |
| Skinny people |  |
| Environmentalists |  |
| People with learning disabilities |  |
| Jehovah's Witnesses |  |
| Christians |  |
| Managers |   |
| Asians (Filipinos, Japanese, Chinese, Koreans, you can choose specific group(s)) |   |
| Men |   |
| Stay at home moms |  |
| Californians |   |
| Southerners |   |
| Puerto Ricans |  |
| People who live in rural areas |  |
| Veterans |  |
| Transgender people |  |
| Marines |  |
| New Yorkers |   |
| Gays, Lesbians, Bisexuals |   |
| Women |  |
| Teachers |   |
| Latinos (you can choose specific group(s) Mexicans, Puerto Ricans, etc.) |   |
| White Men |   |
| Male Nurses |  |
| African American Women |   |
| Terrorists |  |
| White Women |   |
| Red Heads |  |
| White people |  |
| African Americans |  |
| People who are Pro-Choice |  |
| People who are Pro-Life |  |
| Jewish Americans |   |
| American Indians |   |
| Persons with Disabilities |   |
| You |  |
| New Category: |   |
| New Category: |   |
| New Category: |   |

  **Post your adjective list:**
1. Was it easy or difficult to categorize? Why?
2. If you categorized groups only positively, why did you do so?
3. (Discuss the words used in each category, which ones were easy or difficult and why it was difficult in approximately 2 pages). Discuss the importance of overcoming labels and stereotypes.