Flow

Welcome & Introduction to Implicit Bias

Implicit Bias & the Relationship between Digital & Geographical Redlining

Connections between Digital Redlining & SDOH

Possible Solutions & Next Steps
Introduction to Unconscious Bias
Let’s breathe together
Learned habit of thoughts that distort how we perceive, reason, remember, and make decisions.

Known attitudes or beliefs, i.e. the ability to recollect controllable contents of one’s mind.
Unconscious Bias & Redlining
Bias, Institutional Policymaking & Systemic Racism

People

Institutions

Systems
The Foundations of Geographic Redlining

- National Housing Act of 1934: Redlining over 230 American cities.
- GI Bill of 1944: Excluded Black & other Americans of color from mortgage and tuition assistance.
- Key: lack of infrastructure due to absence of investment.
- The rise of Black poverty, Urban Decay, and Ghettos.
Geographic Redlining Enables Digital Redlining

"DIGITAL REDLINING IS TECH POLICIES, PRACTICES, PEDAGOGY, AND INVESTMENT DECISIONS THAT REINFORCE CLASS AND RACE BOUNDARIES."

CHRIS GILLIARD
ON THE TEACHING IN HIGHER ED PODCAST #130
Digital Redlining & SDOH
Egregious Racial Disparities Across Life Areas

- Education
- Health
- Housing
- Employment
- Wealth & Income
- Political Participation
- Criminal Justice
- Media Representation
Unconscious vs. Conscious Bias

Learned habit of thoughts that distort how we perceive, reason, remember, and make decisions.

Known attitudes or beliefs, i.e. the ability to recollect controllable contents of one’s mind.
Bias, Institutional Policymaking & Systemic Racism

People

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What’s Needed: Solutions
What's needed to transform SDOH?

We can’t think our way out of racial disparities. We’ve been tweaking policies for 60 years to no avail. **We’ve changed many laws, but have yet to change hearts & minds.**
We can't think our way out of racial bias.

We've changed most laws, but have yet to change hearts & minds.
Isabel Wilkerson’s Scholarship

Knowledge
Mindfulness
Radical Empathy
Breaking Racial Bias: Changing Habits & Behavior in Community

- Self-guided learning
- Weekly Discussions
- Daily Mindfulness
- Pre/post progress data
- Ongoing Community
- bit.ly/breakracialbias
Breaking Racial Bias Flow

Session 1
Systemic Racism Bias
Neuroplasticity & the PRISM Toolkit
PRISM®: Mindfulness & Stereotype Replacement

Session 2
5 Root Causes of Racial Bias
How the PRISM Toolkit works
PRISM®: Individuation

Session 3
Interpersonal Bias
Internalized Bias
PRISM®: PRosocial Behaviors & Perspective-Taking

Session 4
Institutional Bias
Systemic Racism
Your Personalized Breaking Bias® Plan
Breaking Racial Bias Review
Our goal is to create a beloved community.

And this will require a qualitative shift in our hearts and a quantitative shift in our lives.

Dr. Martin Luther King, Jr.
Thank you
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Join our movement!

bemorewithanu.com    @bemorewithanu    #BreakingBias    #BelongEverywhere