

Improving Workplace Equity: Understanding Implicit Bias and Cognitive Control

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IMPLICIT BIAS & COGNITIVE CONTROL

Eradicating The Trojan Horse

THE TRUTH ABOUT IMPLICIT BIAS, THE RIGHT FIT, REVERSE DISCRIMINATION & MASS INCARCERATION



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*The Revolution will be Internalized:
You are the Revolution*



PREAMBLE of the CONSTITUTION

We the People of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defense, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

Declaration of Independence: Paragraph II

We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.

1619: A year before the Mayflower, the first 20 African slaves are sold to settlers in Virginia as "indentured servants."

1624: The first African American child, William Tucker is born in the colony

1838: Some 18,000 Cherokees forcibly removed from their land and forced to resettle west of the Mississippi in a trek that becomes known as the "Trail of Tears."

1857: Dred Scott decision

1861: The Civil War begins

1863 Emancipation January 1, 1863

1867: Some 2,000 Chinese working on the Central Pacific Railroad strike for better pay. "Mary" is burned to death for her gold by whites in Helena, Mont.

1868: Fourteenth Amendment, making African Americans full citizens of the United States and prohibiting states from denying them equal protection or due process of law, is ratified. Congress reports that 373 freed slaves have been killed by whites.

1876: Sioux and Cheyenne Indians win Battle of Little Big Horn, killing Gen. George Custer. The battle is an outgrowth of continued U.S. violation of the 1868 Fort Laramie Treaty as white settlers flock to the sacred Black Hills seeking gold.

1882: Over the veto of President Chester Arthur, Congress passes the Chinese Exclusion Act restricting the immigration of all Chinese laborers for 10 years and requiring Chinese to carry identification cards. In 1892, the act is extended for another 10 years.

1892: Congress passes the Chinese Exclusion Act prohibiting further Chinese immigration into the United States for ten years.

1920 August 18, 1920, the 19th amendment, women's voting rights

1924 Indian Citizenship Act

1942: U.S. government places in barbed wire encircled "relocation camps" some 110,000 Japanese Americans. Guards are ordered to shoot anyone seeking to leave.

1954: In Brown v. Board of Education, the decision widely regarded as having sparked the modern civil rights era, the Supreme Court rules deliberate public school segregation illegal, effectively overturning "separate but equal" doctrine of Plessy v. Ferguson.

Thurgood Marshall heads the NAACP/Legal Defense Fund team winning the ruling. Hernandez v. Texas becomes the first Mexican American discrimination case to reach the Supreme Court. The case involves a murder conviction by a jury that includes no Latinos. Chief Justice Earl Warren holds persons of Mexican descent are "persons of a distinct class" entitled to the protection of the Fourteenth Amendment.

1964 Civil Rights Act

1969: A June 27 police raid on the Stonewall Inn, a Greenwich Village bar catering to homosexuals, results in two nights of rioting and is the symbolic beginning of the gay rights movement. The event is commemorated each year by Gay Pride demonstrations across the nation.

1978 Native American Freedom of Religion Act

1973: May 9, a 71-day siege by a force of more than 1,000 FBI agents, U.S. Marshals, Bureau of Indian Affairs (BIA) police and U.S. military advisers is ended at the symbolically important hamlet of Wounded Knee on Oglala Sioux reservation in South Dakota. The village was occupied by the American Indian Movement (AIM) in an effort to spur talks with the U.S. government on violated treaty rights, BIA abuses on the reservation and civil rights concerns of Native Americans.

1990 ADA-Americans with Disabilities Act of 1990: Congress passes -and President Bush signs- the landmark Americans With Disabilities Act, banning job discrimination against people with disabilities and requiring buildings, businesses and public transportation to be accessible. Most provisions take effect in 1992-93.

TRUTH
HUMANS CAN LEARN, CHANGE,
AND GROW

PEOPLE DO WHAT THEY THINK
WORKS

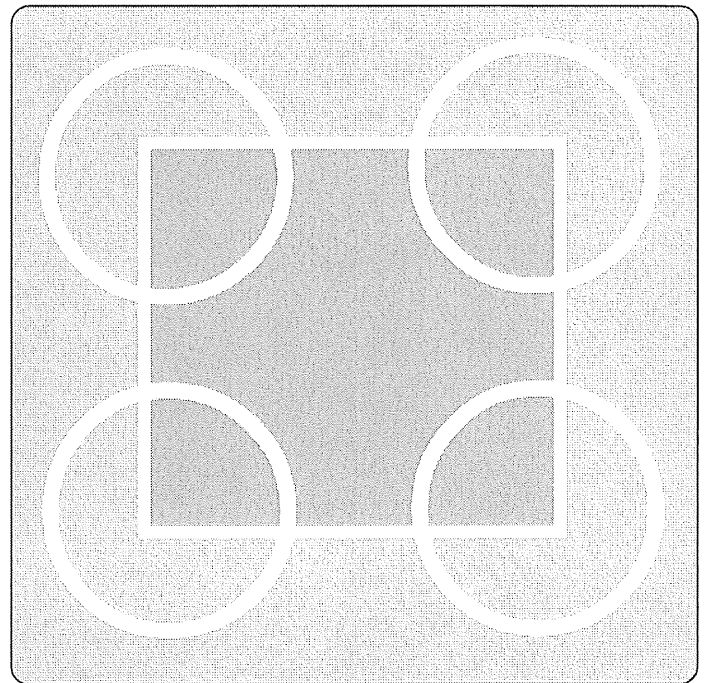
ALL BEHAVIOR IS GOAL
DIRECTED

ATTITUDE IS A REACTION TO
GOALS



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<< CIVIL RIGHTS TIME LINE



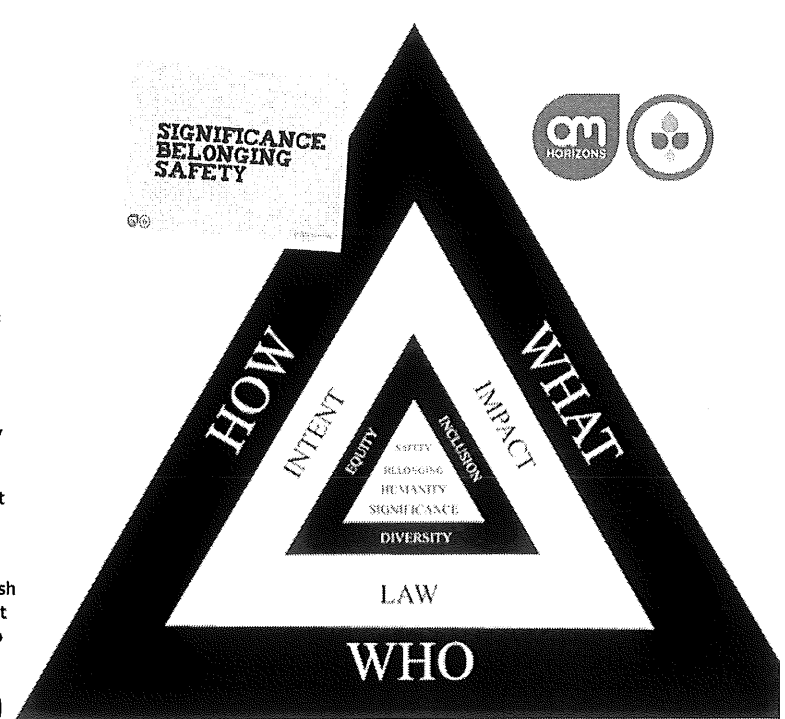
SIGNIFICANCE
BELONGING
SAFETY



60

1973: May 9, a 71-day siege by a force of more than 1,000 FBI agents, U.S. Marshals, Bureau of Indian Affairs (BIA) police and U.S. military advisers is ended at the symbolically important hamlet of Wounded Knee on Oglala Sioux reservation in South Dakota. The village was occupied by the American Indian Movement (AIM) in an effort to spur talks with the U.S. government on violated treaty rights, BIA abuses on the reservation and civil rights concerns of Native Americans.

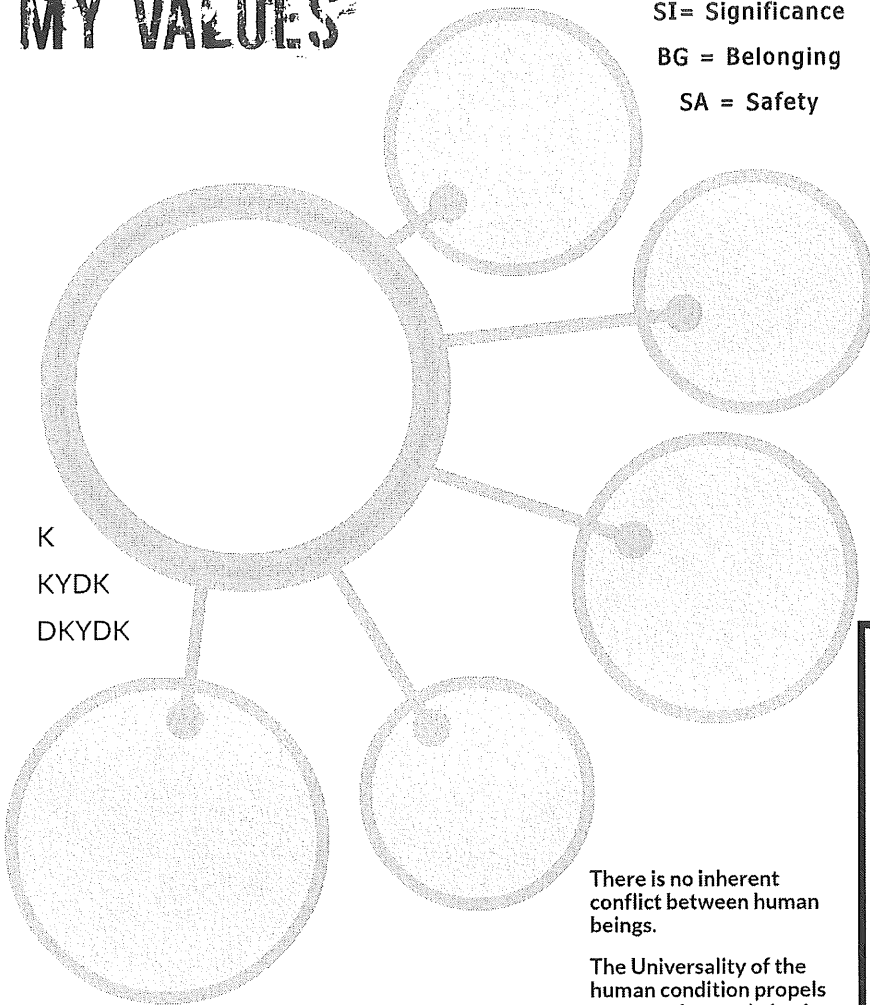
1990 ADA-Americans with Disabilities Act of 1990: Congress passes -and President Bush signs- the landmark Americans With Disabilities Act, banning job discrimination against people with disabilities and requiring buildings, businesses and public transportation to be accessible. Most provisions take effect in 1992-93.



MY VALUES

SI= Significance
 BG = Belonging
 SA = Safety

My VALUES are not negotiable, however my methods could be.



K
 KYDK
 DKYDK

**SIGNIFICANCE
 BELONGING
 SAFETY**

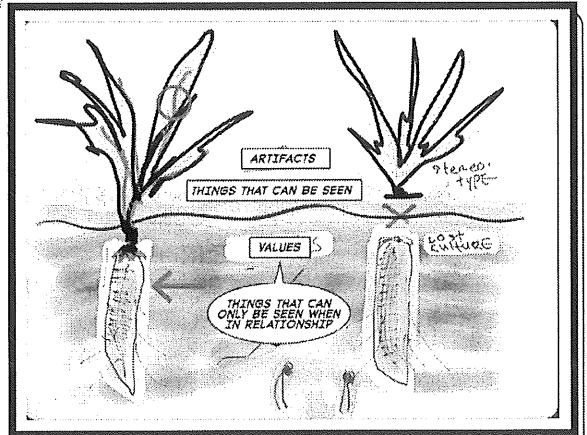


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Values drive our behaviors.
 Behaviors attempt to live out values.

There is no inherent conflict between human beings.

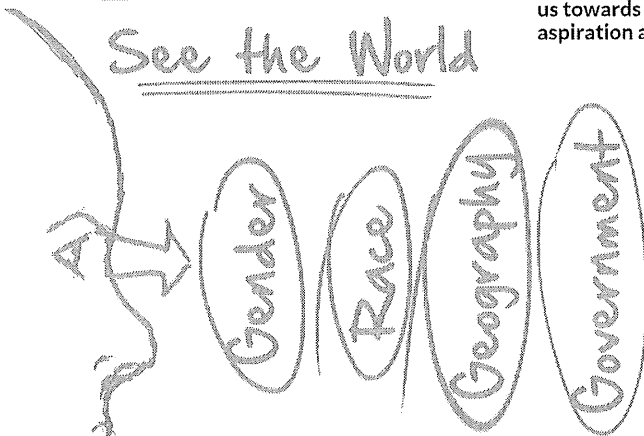
The Universality of the human condition propels us towards certain basic aspiration and needs



CONTEXT & CULTURE is everything.

- What is the purpose of CULTURE?
- Why is Context important?
- Describe an "OUT of CONTEXT PROBLEM".

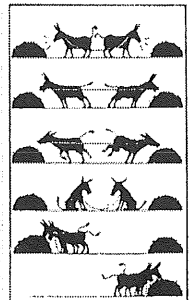
See the World



PARADIGM:

What is an attitude?

**NO, BUT
 YES, BUT
 YES, AND**



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Moral Positioning

The Trojan Horse Allegory

Imagine a proud city that was the height of human enlightenment and untainted truth. To protect their truth, wealth and prosperity they built a wall around themselves. From this wall they would dispense their Truth and provide charity to the unworthy masses. The masses were promised all the ever flow of goods and resource that the city produced and it could be received around the wall. The Hordes outside the city wanted to share in the greatness that was this city, however no-one had ever been inside so they mimicked what they could see from the wall. So they would toss food to one another and march around in robes chanting echoes of what they heard from the wall.

Long ago people tried to climb the wall and they were met with stones and rocks coming down from the City dwellers. After sometime, the people outside the wall would stone their own just to prevent them from causing the tempest of stones and rock to come from the city. Now no-one climbs the wall. The wall completely inclosed the city, with one entrance. As supplies in the city dipped low so did the benevolence to the people out side the city. There came a season where scarcity caused the city dwellers to place all their extras in reserve, causing starvation outside the city walls. Starvation and unrest ran through the towns and villages that had become accustomed to the kindness of the city.

On the verge of starvation and knowing the consequences for trying to climb the wall the villagers devised a plan to gain access to all that they had been promised. With their last and merger resources they built a gift to honor their benefactors and to thank them for the care they had shown, tossing food and resources over the wall!

The villagers knew the city dwellers would love a symbol that would exemplify their greatness. The horse was built Tall and Strong to replicate what the City dwellers thought of themselves. Gazing at the beauty of this Statue the City Dwellers demanded to have it as their own. So the villagers presented the Horse as demanded. Once in the gates of the city the Horse was emptied out of all the villager that had been harbored inside.

13th

Amendment to the Constitution

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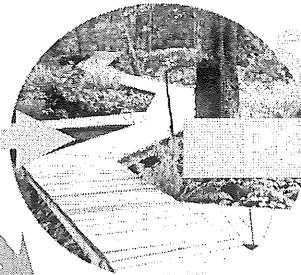
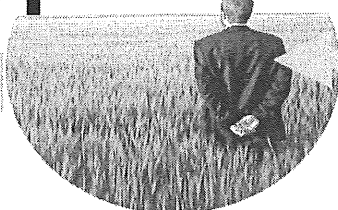
HUMAN SOUL

BODY

DIS-EASE/
BREACH

SPIRIT

THING



Breaches of POWER
Race/Racism
Predatory Capitalism
Sexism / Hyper-Masculinity
Poverty / Systemic Inequity
Violence / Fear of Violence

THE VOID / BREACH

First they break your SOUL, then you become a SLAVE... Consumerism, Capitalism and the will of the populous drives one to buy, put on, straighten, thin out or dress up to be "acceptable", the trick is that you will never be acceptable by others standard until you are acceptable by your own. We cannot buy ourselves back to wholeness. We have to be whole.

REMEMBER THIS...

- You are always human
- Our Humanity is best expressed in the service of others
- Humanity is not a solitary function
- We express our greatness in different ways.
- We need to give what we need.
- Listen to movement
- Build partnerships

HUMAN MOTIVATION

LEFT HEMISPHERE
RIGHT HAND
LOGIC
FACTS
NUMBERS
LANGUAGE

RIGHT HEMISPHERE
LEFT HAND
ART
IMAGINATION
MUSIC

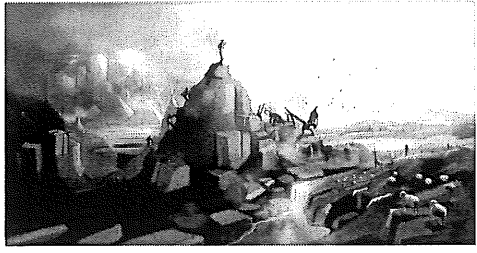
DIGNITY
HONR
BEING
HUMAN

SIGNIFICANCE BELONGING SAFETY

TRUST
DISCRETIONARY EFFORT

TRUTHS
HUMAN CAN LEARN, CHANGE, GROW
DON'T DO WHAT THEY THINK WORKS
ALL HUMANITY IS GOAL DIRECTED
SETTING IS A REACTION TO GOALS

TIPS
1. DEFINE/FIND THE GOAL
2. CO-OPERATIVE PLAN
3. LISTEN TO MOVEMENT
4. GIVE RESPECT/NOT FEAR
5. TRUST/VARIFY
6. RE-VISION/REFLECT



Mountaintop Speech excerpt

Well, I don't know what will happen now. We've got some difficult days ahead. But it doesn't matter with me now. Because I've been to the mountaintop. And I don't mind. Like anybody, I would like to live a long life. Longevity has its place. But I'm not concerned about that now. I just want to do God's will. And He's allowed me to go up to the mountain. And I've looked over. And I've seen the promised land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the promised land. And I'm happy, tonight. I'm not worried about anything. I'm not fearing any man. Mine eyes have seen the glory of the coming of the Lord.

Dr. Martin Luther King, Jr. delivered this speech in support of the striking sanitation workers at Mason Temple in Memphis, TN on April 3, 1968 – the day before he was assassinated.

Why does this story not stop here?

What was the Rev. Dr. King's commission or expectation?

Specific Rights Guaranteed

- Speedy and public trial
- Freedom of speech
- Protection against cruel and unusual punishment
- Bail
- No quartering of troops
- Protection against unreasonable searches and seizures
- Guarantees rights not specifically stated
- Freedom of assembly
- Due process
- Powers not delegated to the federal government are reserved to the states or to the people
- Bear arms
- Protection against self-incrimination
- Call witnesses on own behalf
- Freedom of religion
- Counsel
- Freedom of petition
- Grand jury review
- Be informed of charges against you
- Freedom of the press
- Protection against double jeopardy
- Sue for damages in a civil court
- Eminent domain

Amendments

First Amendment	Second Amendment
	Third Amendment
Fourth Amendment	Fifth Amendment
Sixth Amendment	Seventh Amendment
	Eighth Amendment
Ninth Amendment	Tenth Amendment

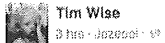
Side Bar: 14th Amendment: Citizens within United States jurisdiction the equal protection of the laws.

1964 Civil Rights Act, 1965 Voting Rights Act would not have been needed if the 14th Amendment had been followed.

Tenth Amendment Powers not delegated to the federal government are reserved to states or people	Ninth Amendment Guarantees rights not specifically listed
Eighth Amendment Protection against cruel and unusual punishment	Sixth Amendment Speedy and public trial Counsel Call witnesses on own behalf Be informed of charges against you
Seventh Amendment Sue for damages in civil court	Fifth Amendment Grand jury review Due process Protection against self-incrimination Eminent domain Double jeopardy
Third Amendment No quartering of troops	Fourth Amendment Protection against unreasonable searches and seizures
Second Amendment Bear arms	First Amendment Freedom of assembly Freedom of the press Freedom of religion Freedom of speech Freedom of petition

Amendments

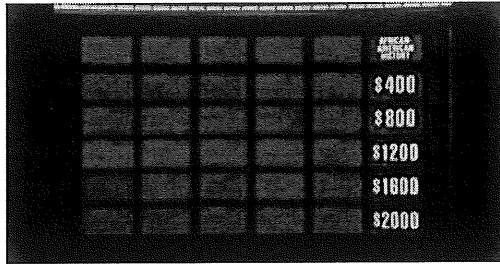
Why BLM Matters.



Tim Wise
@timwise

Diversity Fatigue

Because of course...



Last Night on Jeopardy No One Wanted to Answer Qs About Black History

Happy Black History Month, everyone, courtesy of last night's all-white College Jeopardy panel! In the second round of play, the contestants called through five...
JEOPARDY.COM | BY LINDY WEST

YOUR 3 YEAR OLD COMPLAINING ABOUT BEING TIRED...

Crash Course in US History:

Reconstruction 1865

Fox's Black History

5% of Slaves : New Technology



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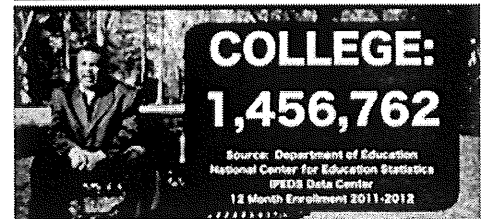
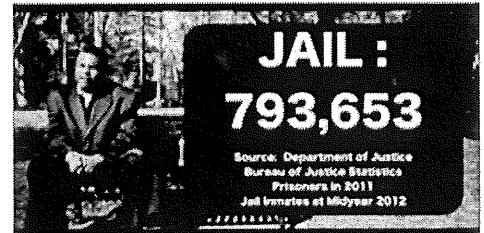
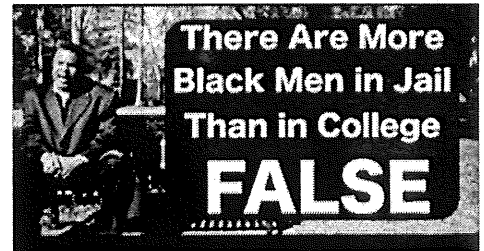
HAN

Han is sorrow caused by heavy suffering, injustice or persecution, a dull lingering ache in the soul. It is a blend of lifelong sorrow and resentment, neither more powerful than the other. Han is imbued with resignation, bitter acceptance and a grim determination to wait until vengeance can at last be achieved

13th

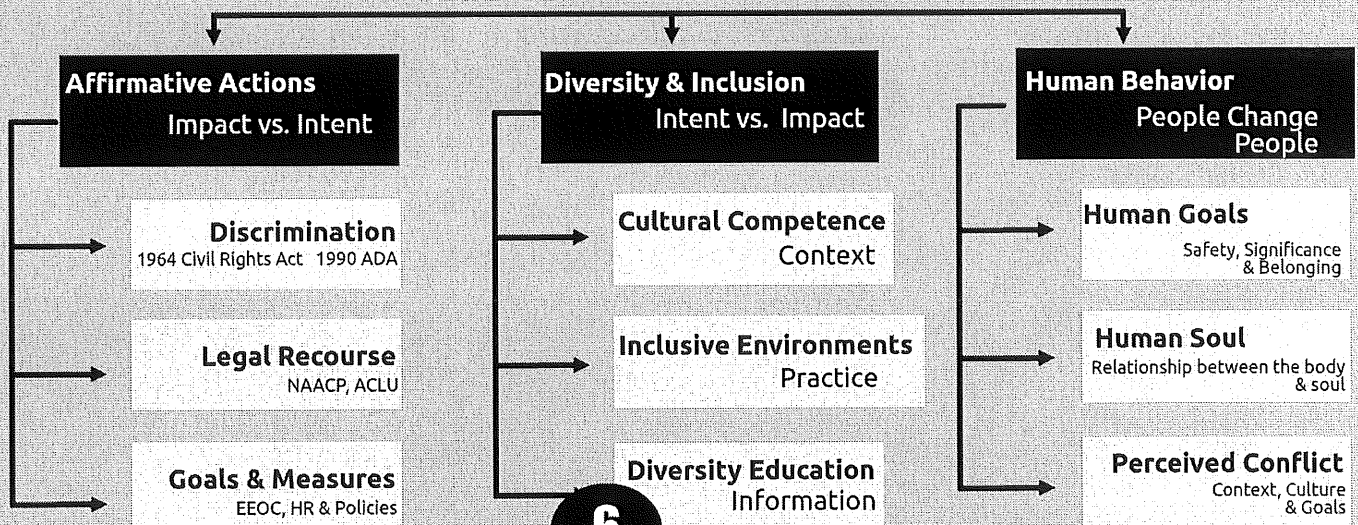
Amendment to the Constitution: The Trojan Horse

Black Codes
Interracial Marriage
Lurking with intent...
Driving While...



Diversity, *Inclusion* & Affirmative Actions

Strategies for Corrective Actions & Healing Bigotry-Prejudice-Discrimination





STEEPLECHASE

IS THERE SOMETHING WRONG WITH MINORITIES?

Check: YES ___ / NO ___

War on drugs.

The "war on drugs" significantly influenced sentencing and corrections. Expansion of criminal sanctions for drug crimes began in the 1970s but picked up speed in the 1980s with the declaration of "war on drugs" and the passage of the Anti-Drug Abuse Acts of 1986 and 1988. From a crime control perspective, it was thought that increasing arrests and punishments for drug offenses would reduce illegal drug use and sales. As described later in this paper, this war had—and continues to have—a profound impact on correctional populations and minorities.

Mandatory sentences

Although many States did not change to a determinate sentencing structure, they did make other changes to limit the individualization of sentences and court and correctional discretion. Particularly popular were statutes eliminating parole for certain offenses or requiring mandatory minimum sentences.

Mandatory minimum statutes eliminate discretion to choose a sentence of less, but not more than, the State minimum. For instance, a law might require a mandatory minimum sentence of 10 years for a specific drug offense. Upon conviction, the judge must impose a prison term of not less than 10 years but may impose a longer term. The penalty cannot be reduced even if, in the opinion of the judge, the individual case warrants it.

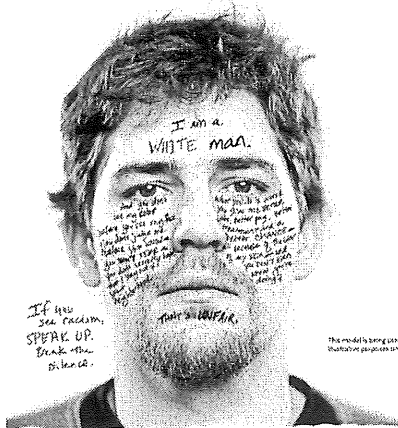
Three-strikes laws

Variants of the habitual-offender laws that emerged in the 1990s were the "three-strikes" laws. The "three strikes and you're out" baseball metaphor is used throughout the country to refer to criminal sanctions that become increasingly severe upon each conviction until the offender is considered to be "out," or in prison for life. Under these laws, each felony conviction is considered a strike, and penalties are increasingly severe; at the third strike the offender is out.

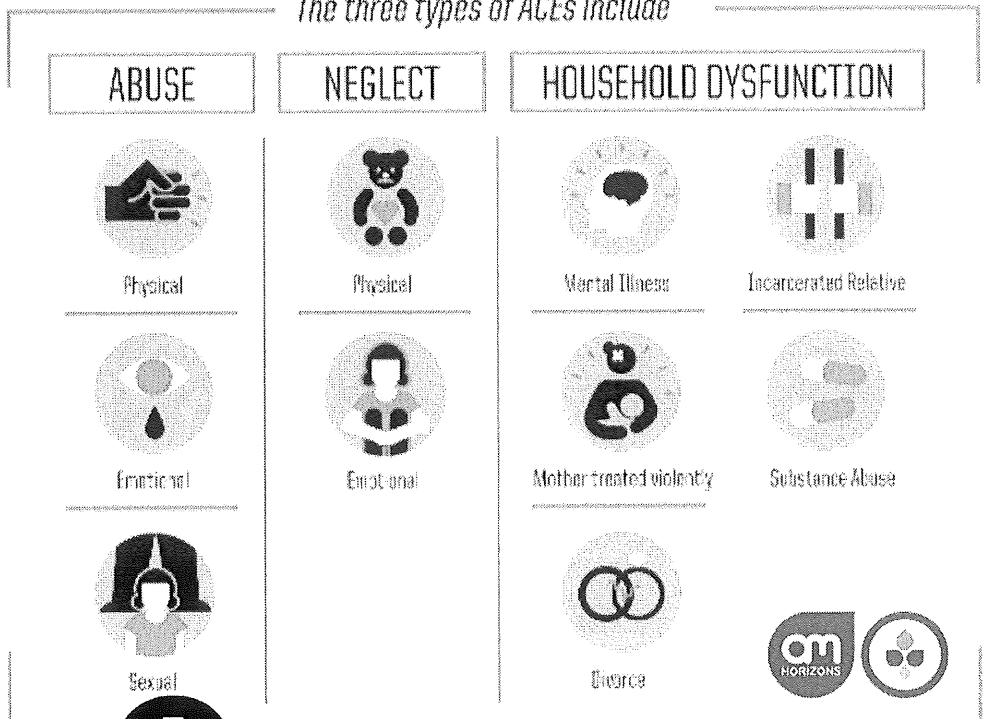
The focus on tougher sentencing laws led to increasingly rigid sentencing statutes, and these had a particular impact on repeat offenders. By 1994, 30 States had introduced three-strikes legislation, and 10 had passed tougher sentencing for repeat offenders.

Overcoming Barriers to the HUMANITY

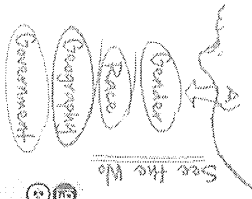
Historical Trauma
Institutional Racism
Poverty
"Whiteness"



The three types of ACEs include

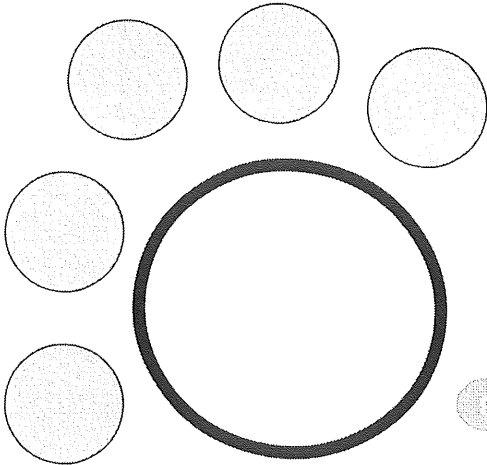


PARADIGM:



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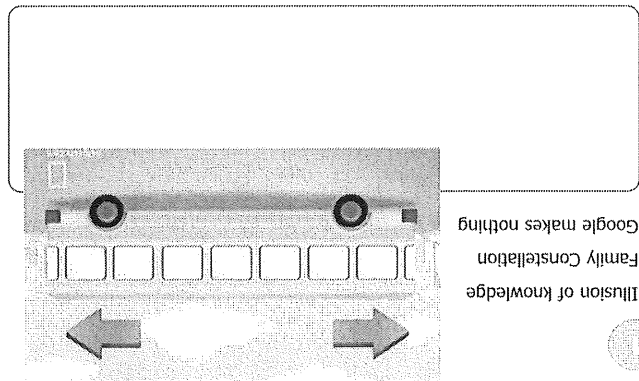
See the No. 1
 ALL BEHAVIOR IS GOAL
 DIRECTED
 PEOPLE DO WHAT THEY THINK
 WORKS
 AND GROW
 PEOPLE CAN LEARN, CHANGE,
 AND GROW



PREABLE of the CONSTITUTION
 We the People of the United States of America, in
 Order to form a more perfect Union, establish
 Justice, insure domestic Tranquility, provide for the
 common defense, promote the general Welfare,
 and secure the Blessings of Liberty to ourselves
 and our Posterity, do ordain and establish this
 Constitution for the United States of America.
 1830 Indian Removal Act May 20 Pres.
 Andrew Jackson
 1863 Emancipation January 1, 1863
 The Daves Act of 1887 Tribal Land
 1920 August 18, 1920, the 19th
 amendment, women's voting rights
 1924 Indian Citizenship Act
 1964 Civil Rights Act
 1978 Native American Freedom of religion
 1990 ADA-Americans with Disabilities Act of
 1990
 July 2, 1964. The act outlawed segregation in businesses such as theaters,
 restaurants, and hotels. It banned discriminatory practices in employment
 and ended segregation in public places such as swimming pools, libraries,
 and public schools.

**SIGNIFICANCE
 BELONGING
 SAFETY**

Declaration of
 Independence
 Paragraph II
 We hold these truths to
 be self-evident, that all
 men are created equal,
 that they are endowed
 by their Creator with
 certain unalienable
 Rights, that among
 these are Life, Liberty
 and the pursuit of
 Happiness.



Illusion of knowledge
 Family Constellation
 Google makes nothing

there is
Dignity & Honor
 in
Being Human

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As a result of this session in what 3 ways will you think or behave differently?

- 1.
- 2.
- 3.

BECAUSE THE "DEVIL MADE ME DO IT!" DOES NOT FLY... **IMPLICIT BIAS & COGNITIVE CONTROL**

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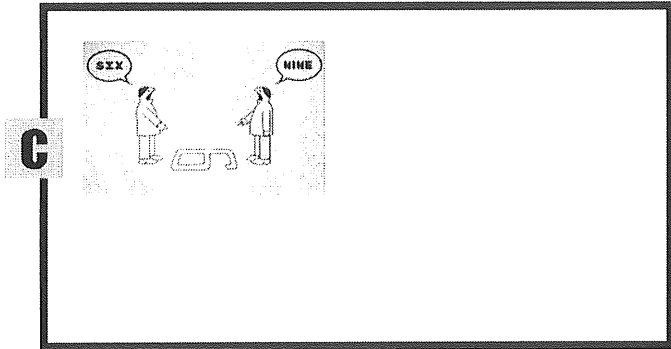
A HUMAN SOUL



What can you say or do to help heal the Soul?
 What does an endangered Soul look like?
 When should you attach yourself to that Soul?

BODY + SPIRIT

Authentic Relationships, Service to others, Self Appreciation



F

Power, Privilege & Intensectionality

There is NO BLACK ON BLACK CRIME...

H CULTURAL COMPLEXITY

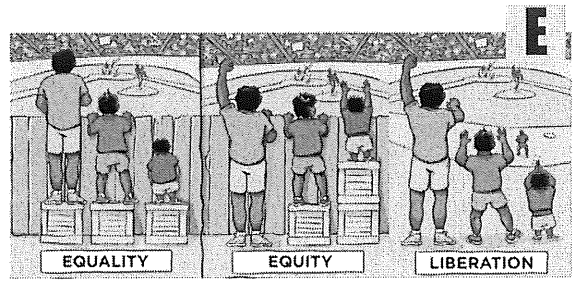
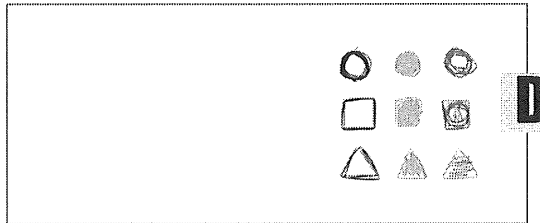
Mental Models

- Implicit Bias : Systemic Oppression
- Reverse Discrimination : Affirmative Actions
- Black Lives Matter : All Lives Matter
- White Supremacy: Scarcity, Fear & Whiteness
- Ethnocentric : Ethno-Relative
- Diversity : Low Standards
- Microinequity : Discretionary Effort
- Racial Orthodoxy : Paradigm Shifts

B

WHAT ARE THE ORIGINS OF IMPLICIT BIAS?

A
B
C



G

BIGOTRY

PREJUDICE

DISCRIMINATION

Emotions + Thoughts = Behavior

$$B_ + P_ = D_$$

I

IS THERE SOMETHING WRONG WITH "MINORITIES"?

YES _____ or No _____

If YES then...

If NO then...

ARE THEY LIKE US?

YES _____ or No _____

ARE WE LIKE THEM?

YES _____ or No _____

Which of these statements demonstrate a shifted paradigm?