



**Implicit Bias &
Cognitive
Control**

Andre Koen

IMPLICIT BIAS & COGNITIVE CONTROL

Andre Koen



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.



SOCIAL JUSTICE: WHO IS MISSING

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.



TRUTHS

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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**Safety
Significance
Belonging**



amhorizons.com andre@amhorizons.com 651.998.9376





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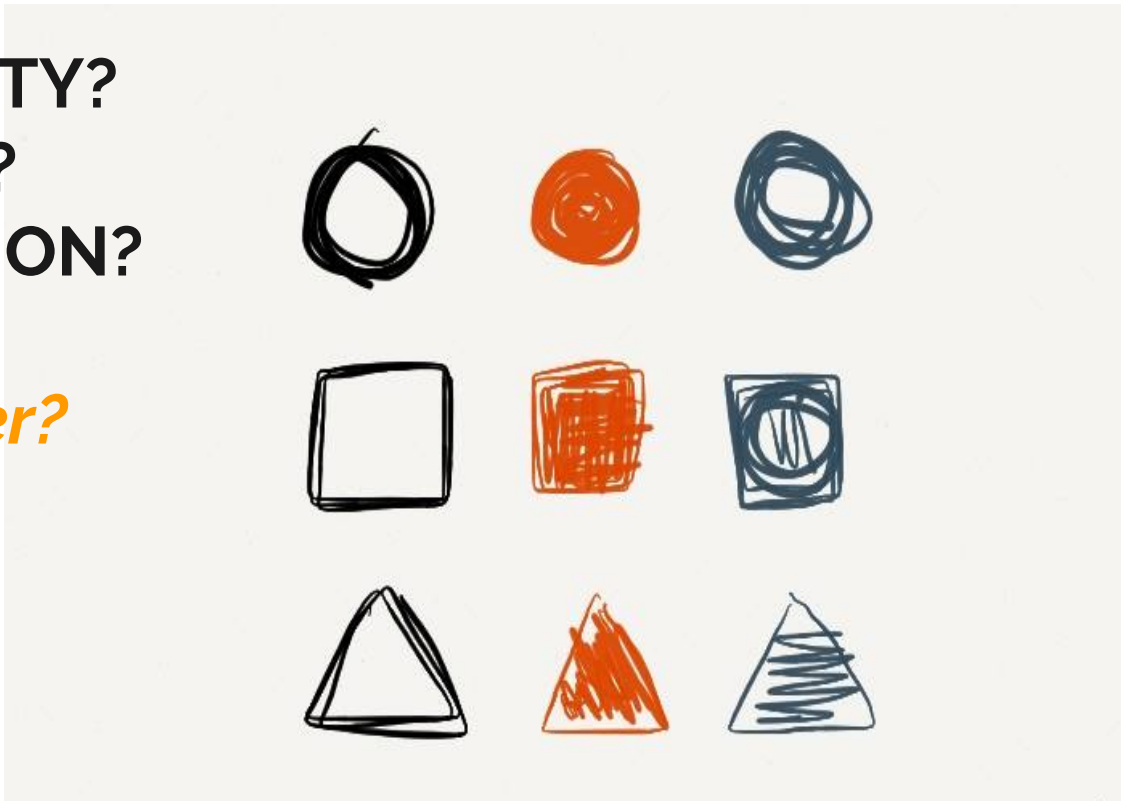
**SIGNIFICANCE
BELONGING
SAFETY**



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**WHAT IS DIVERSITY?
WHAT IS EQUITY?
WHAT IS INCLUSION?**

Why does it matter?



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1863 Emancipation January 1, 1863

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

Declaration of Independence

Paragraph II

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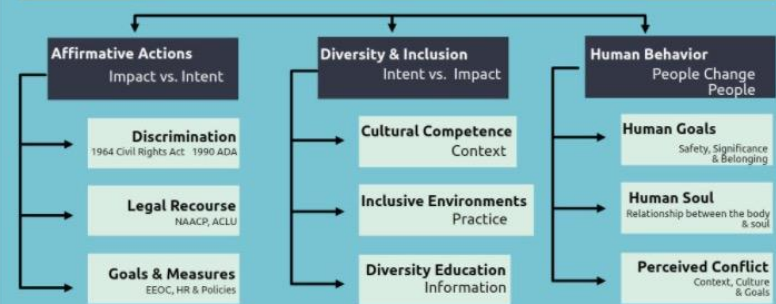


"I've come upon something that disturbs me deeply," he said. "We have fought hard and long for integration, as I believe we should have, and I know that we will win. But I've come to believe we're integrating into a burning house." ~ Rev. Martin Luther King

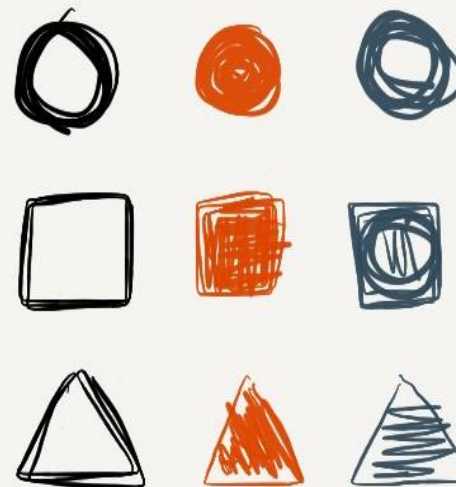
July 2, 1964. The act outlawed segregation in businesses such as theaters, restaurants, and hotels. It banned discriminatory practices in employment and ended segregation in public places such as swimming pools, libraries, and public schools.

Diversity, *Inclusion* & Affirmative Actions

Strategies for Corrective Actions & Healing Bigotry-Prejudice-Discrimination



Diversity: Commonalities & Differences



Behavior is Contextual...

HIGH CONTEXT CULTURE

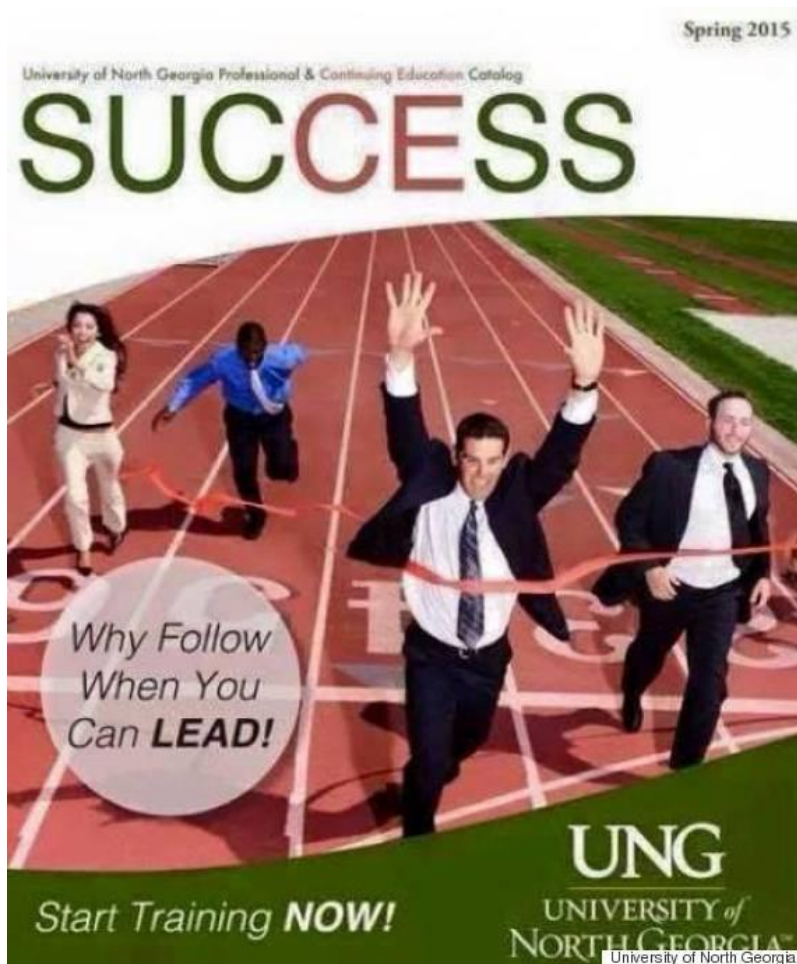
LOW CONTEXT CULTURE

A young girl with dark hair, wearing a blue long-sleeved shirt, is sitting on a wooden chair and looking intently at a fireplace. The fireplace is built into a brick wall and has a black metal frame. Inside the fireplace, a fire is burning brightly with yellow and orange flames. The scene is set indoors, with a tiled floor visible in the background.

**How do I teach my
3 year old...**

I SHOW HER.





Implicit Bias:

What is the story?

IMPACT vs INTENT


Human Resources, Internal Affairs & EEOC Compliance:
Laws are able to fix or offer remedies, consequences to these
conflicts or misunderstandings

INTENT vs IMPACT

Personal Relationships, cultures, morale and workplace
environments:
We take care of each other, add human element to procedures
and policies.

CONTEXT CULTURE PARADIGM THOUGHT BELIEF BEHAVIOR





America
Made Me
Black

RACE AND ETHNIC IDENTIFICATION

Race and ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. Definitions of the race and ethnicity categories are as follows:

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.



EQUALITY DOES NOT MEAN JUSTICE



EQUALITY



EQUITY

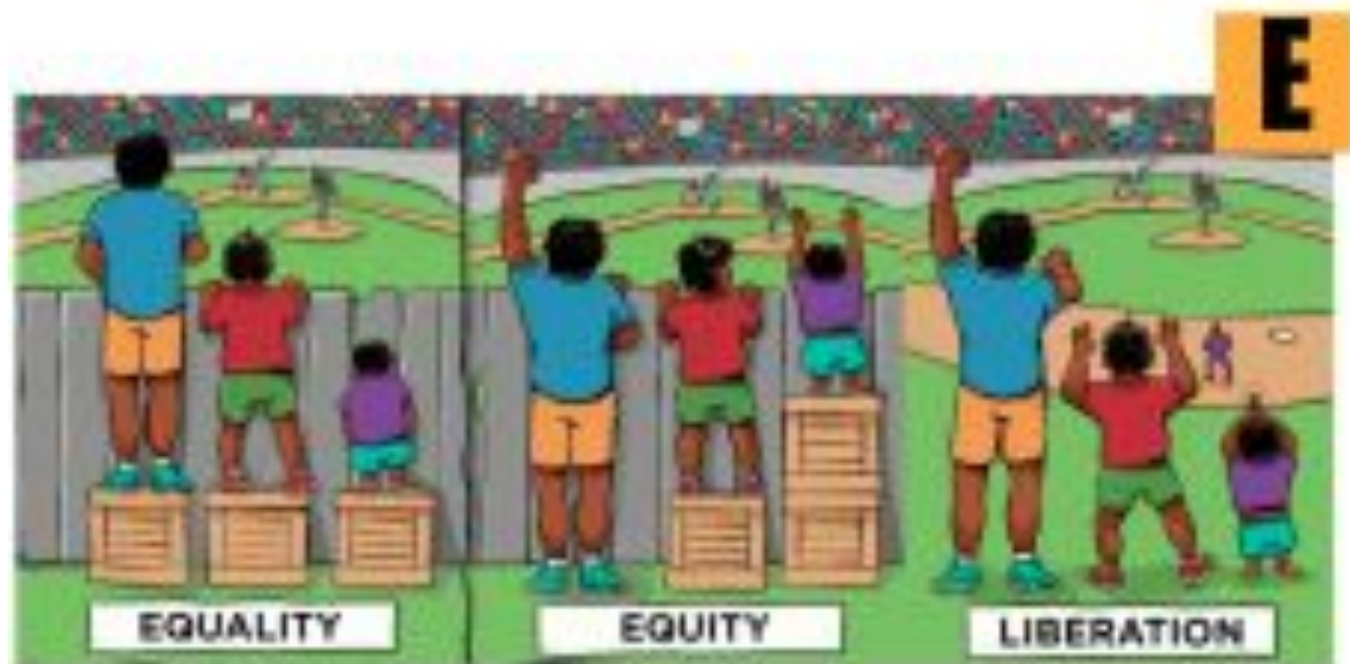
Fair
Justice
Reverse
Discrimination

WHAT IS THE
PROBLEM?

What gets in the way?

Bureaucracy
Prejudice
Stereotypes

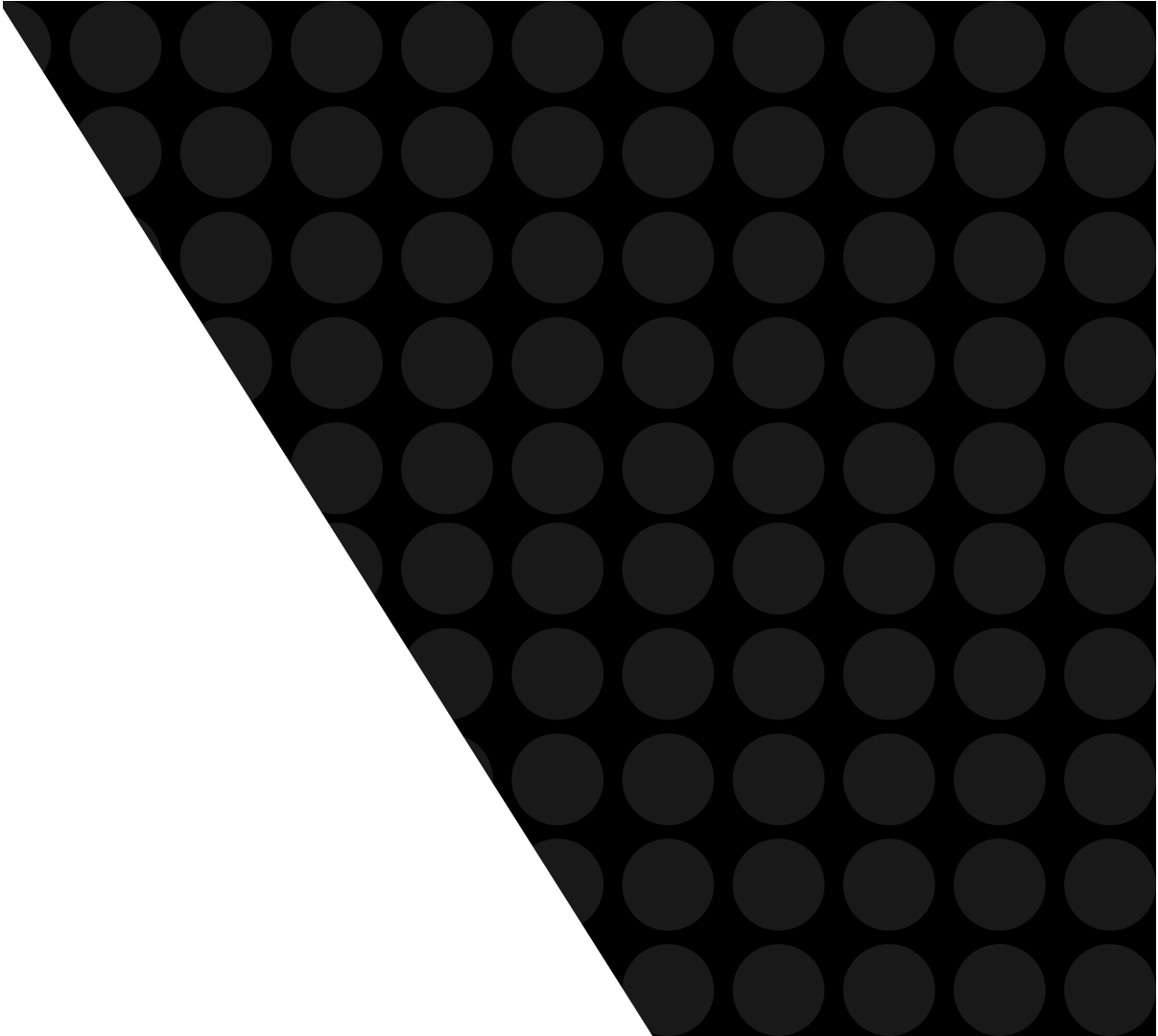
Human Nature
Tribalism
Racism
Implicit Bias
Micro Aggressions





Human Behavior

Attitude, Success,
Service first,
Behavior





**Emotion + Thoughts=
Behaviors**

Cognitive Behavioral
Therapy

Implicit Bias/Stereotype

An **implicit stereotype** is the unconscious attribution of particular qualities to a member of a certain social group.^[1] Implicit stereotypes are influenced by experience, and are based on learned associations between various qualities and social categories, including race or gender. Individuals' perceptions and behaviors can be affected by implicit stereotypes, even without the individual's intention or awareness. |

Implicit stereotypes are an aspect of implicit social cognition, the phenomenon that perceptions, attitudes, and stereotypes operate without conscious intention. The existence of implicit stereotypes is supported by a variety of scientific articles in psychological literature. Implicit stereotype were first defined by psychologists [Anthony Greenwald](#) and [Mahzarin Banaji](#) in 1995.

Cognitive Control

"**Cognitive control**" is a construct from contemporary **cognitive** neuroscience that refers to processes that allow information processing and behavior to vary adaptively from moment to moment depending on current goals, rather than remaining rigid and inflexible.

1. **Stroop Color–Word Test.** One **measure** of executive function is the **Stroop Interference Test**, originally developed in 1935 by **Stroop** to **measure** selective attention and cognitive flexibility.

Implicit Bias

Paradigm

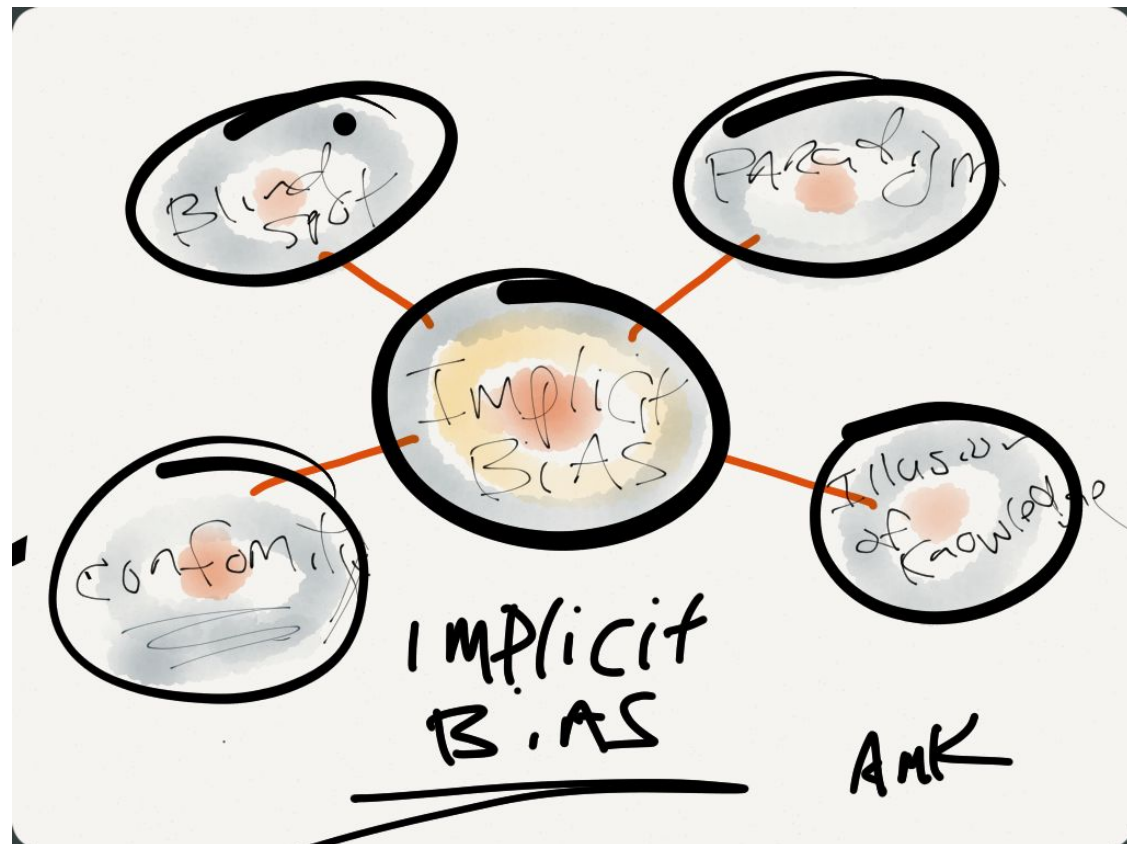
Blind Spots

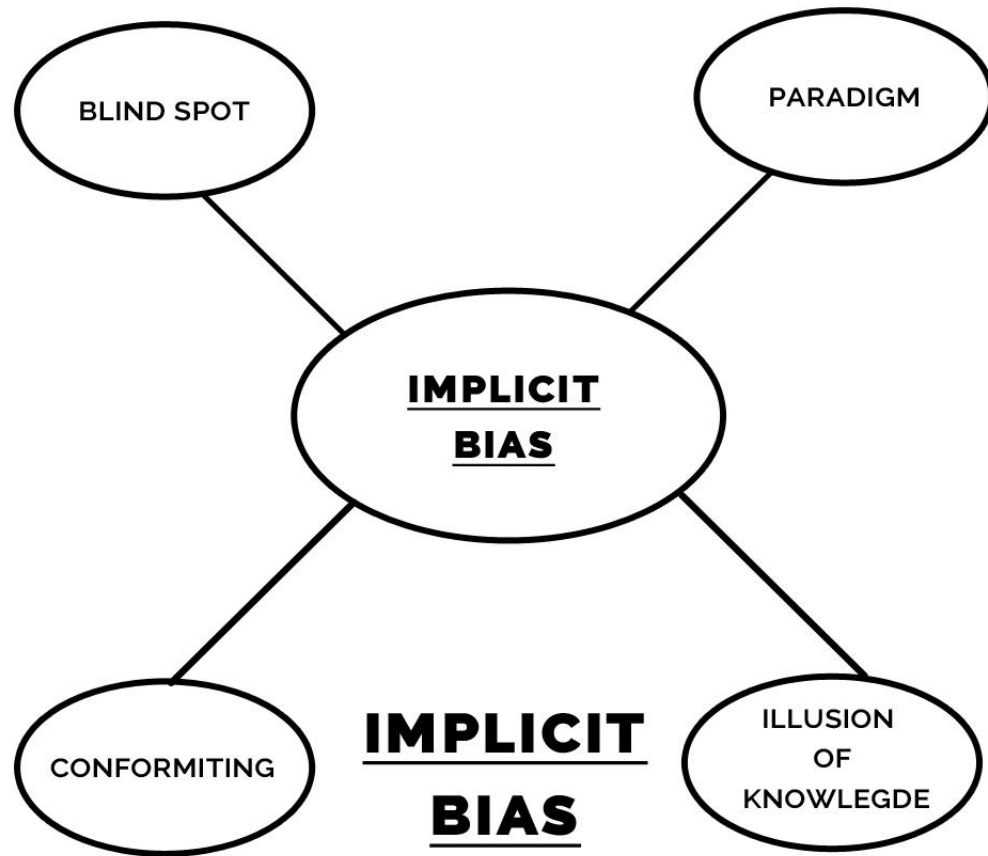
Conformity

Illusion of Knowledge

Selective Attention

Bias





AMK

IMPLICIT BIAS



We see things as WE are...

We don't see things as they are, we see things as we are...

Context

Culture

Socialization

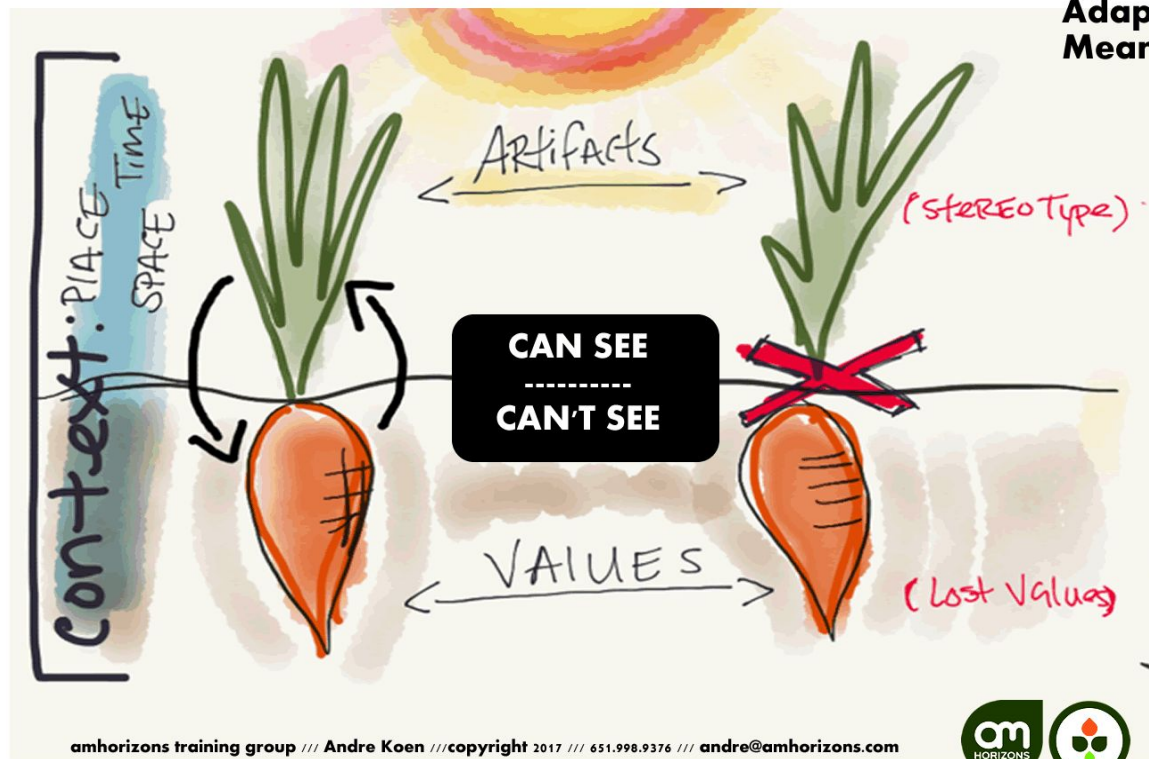
Maturation

Inclinations



What is Culture?

Symbiotic Relationships
Adaptation to Context
Meaning Makers



CONTEXT:
>>> **TIME**
>> **SPACE**
> **PLACE**

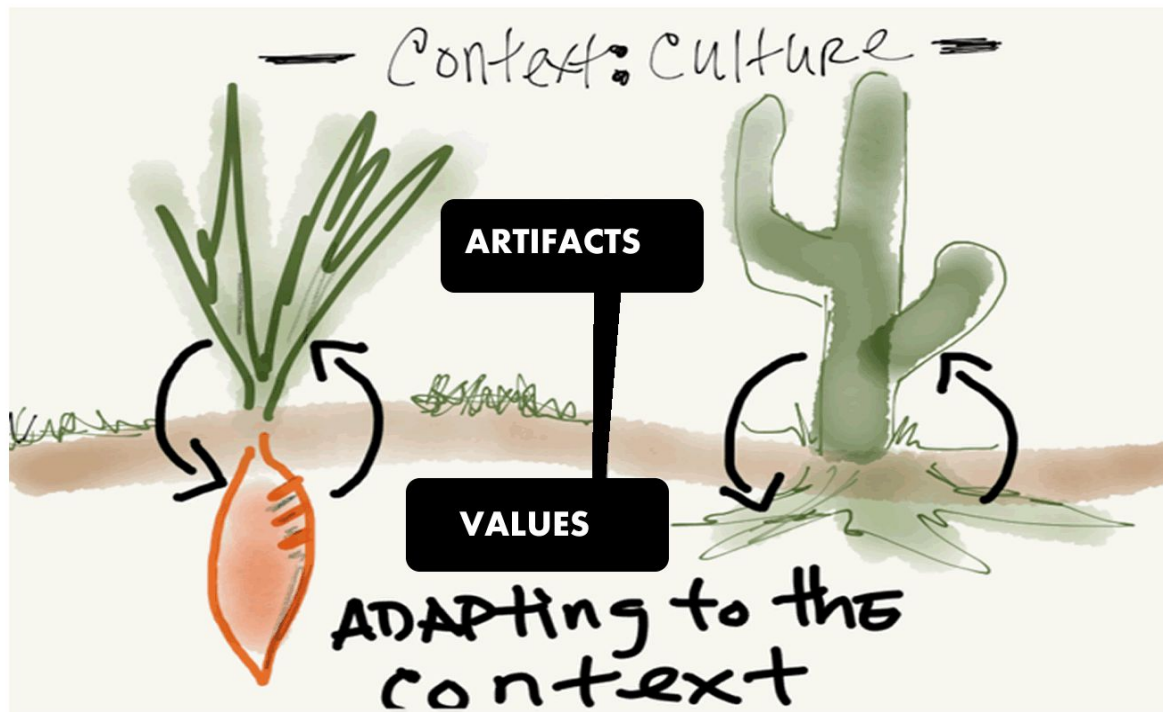
Artifacts:

Values:

Stereotypes:

Lost Values/Culture:

What is Culture?



**Culture: Context
Human adaptation
to Context.**

**__ Cultural
Knowledge**

**__ Cultural
Competence**

__ Cultural Humility

**__ Cultural
Engagement**

**__ Cultural
Responsiveness**



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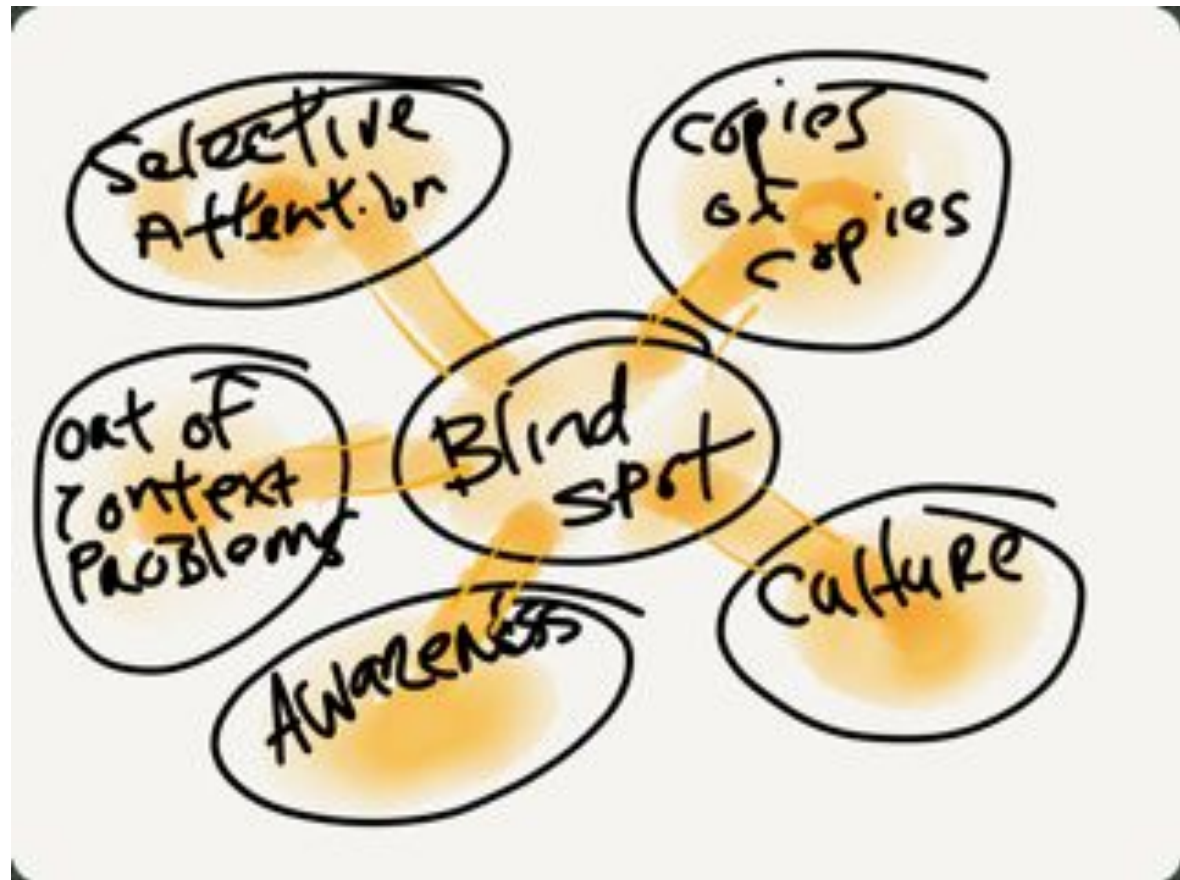
Selective Attention

Out of Context Problems

Copies of Copies

Awareness

Culture



WHAT ARE THE ORIGINS OF IMPLICIT BIAS?



Our reptilian brain
alerts us to danger



Illusion of Knowledge

Truth/Facts

Cognitive Dissonance

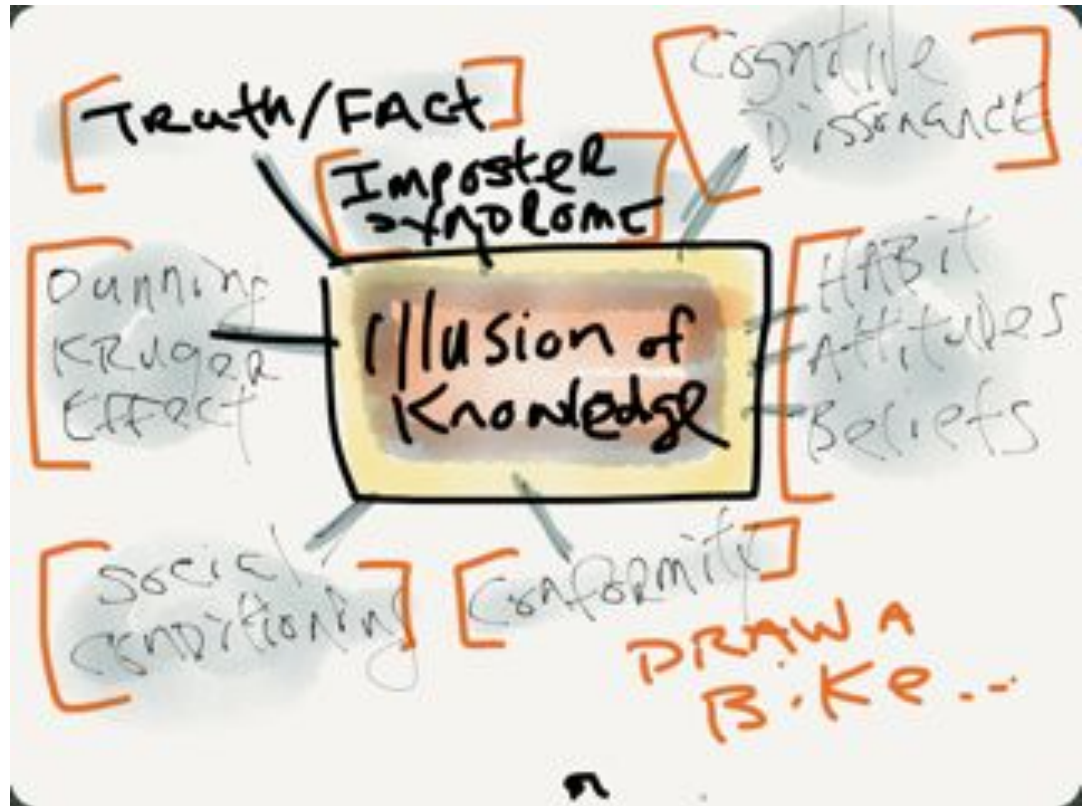
Social Conditioning

Conformity

Dunning-Kruger Effect

Habits, Attitudes & Beliefs

>>>Bicycle<<<



Facts v. Truth

Truth/Facts

Cognitive Dissonance

Social Conditioning

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Dunning-Kruger Effect

Habits, Attitudes & Beliefs

>>>Bicycle<<<



Paradigm

World View

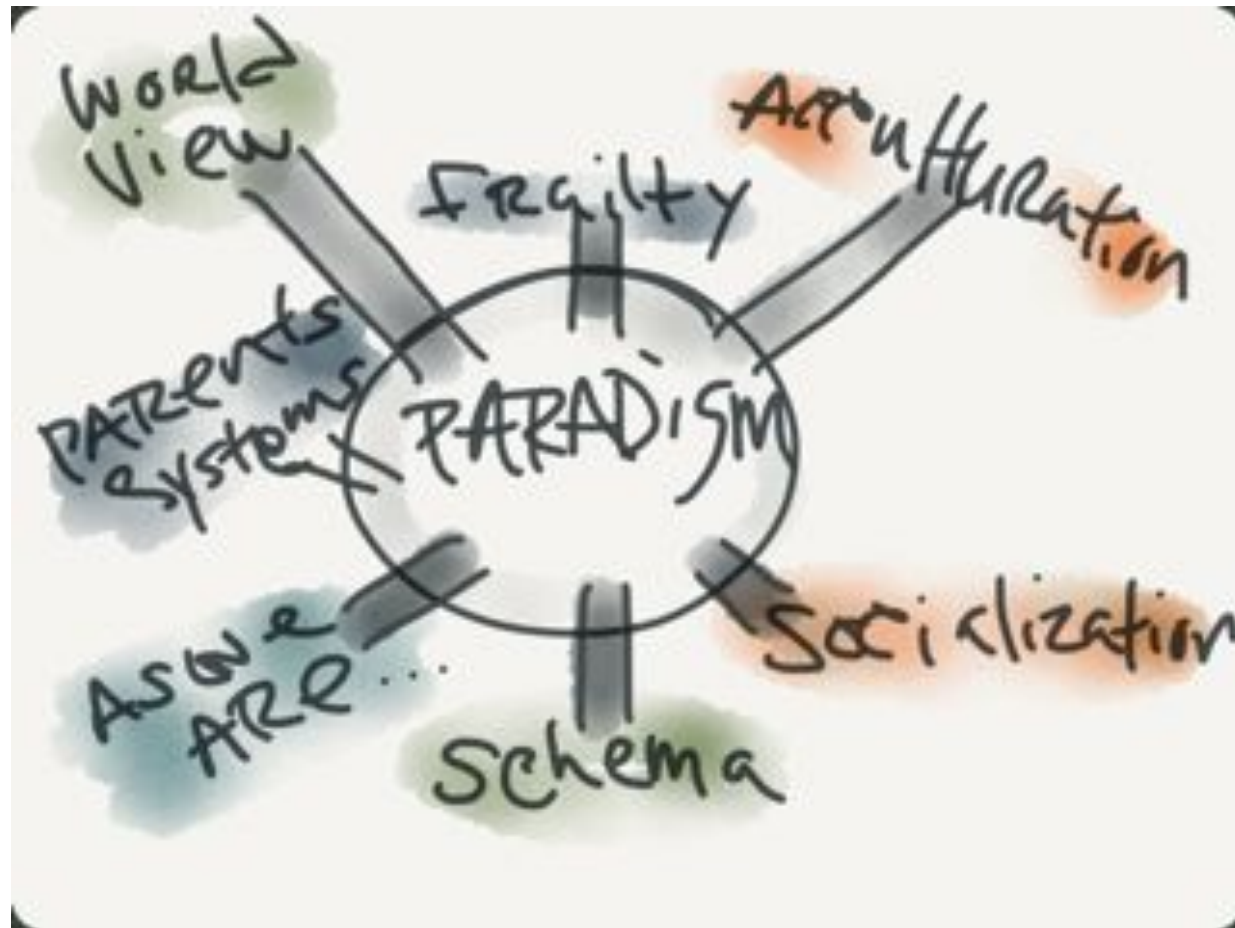
Parenting/ Systems

Schema

Socialization

Frailty/Fragility

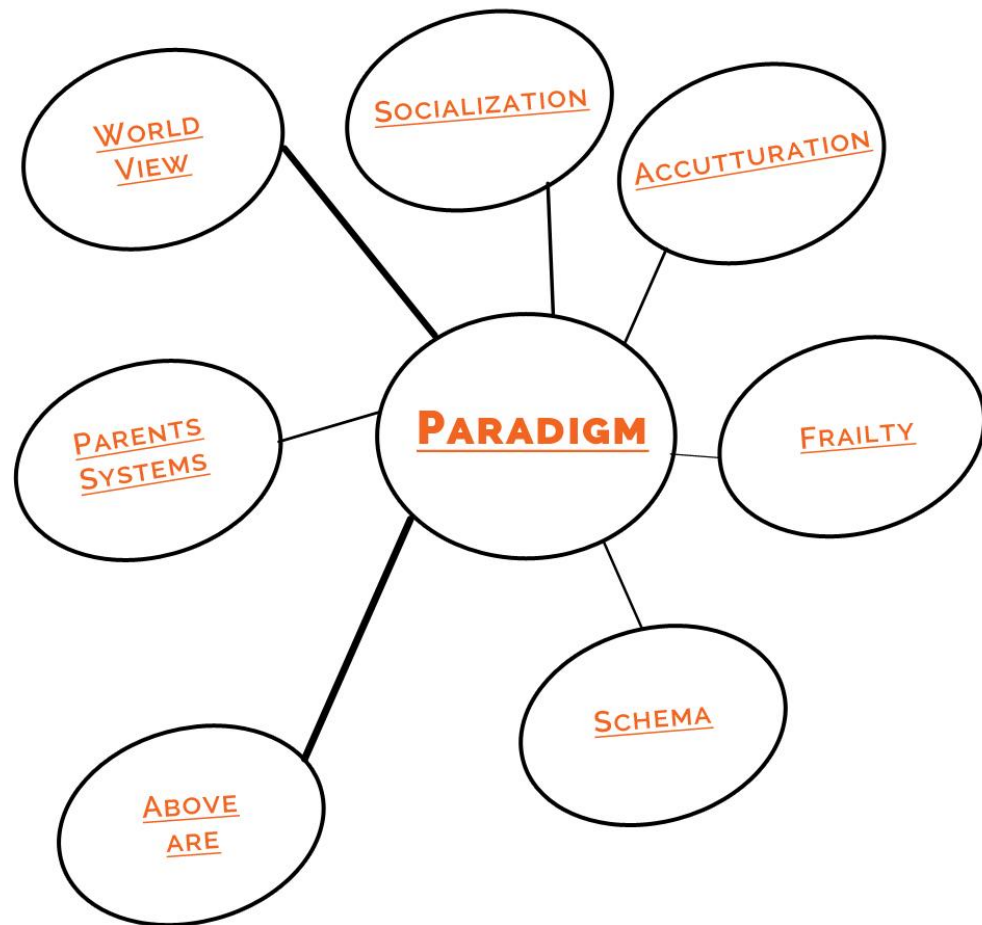
Acculturation



**THE IMPACT OF IMPLICIT
BIAS IN DEFINING RACE?**



Paradigm



Cultural Clashes

RECOGNIZING STEROTYPES IN IMPLICIT BIAS



Human Goals

Movement:

Towards / Away

Proactive / Reactive

All Human Behavior are Goal Directed



Seven Habits: Being Proactive

Movement:

Towards or Away

Goal Centered



Human Soul...

Out of Control

Brought Under Control

Key Human Needs

Off Purpose behaviors



Kunta Kente V. Toby the Creation of a Slave





Cognitive Control

Cognitive control is the process by which goals or plans influence behaviour. Also called executive **control**, this process can inhibit automatic responses and influence working memory.

Cognitive control supports flexible, adaptive responses and complex goal-directed thought.

Metacognition

Cognitive Control

Cognitive Dissonance

Cognitive Awareness

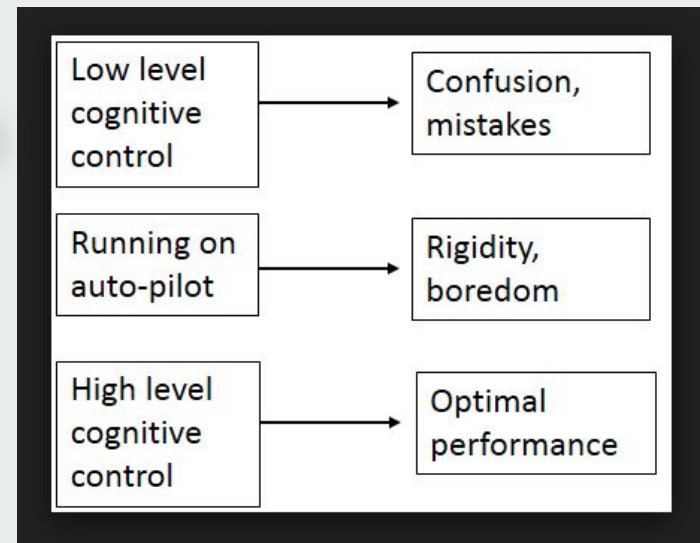
Critical Thinking

Commonality / Differences

Self: Regulation, Talk & Efficacy

Overcompensation





Cognitive Control

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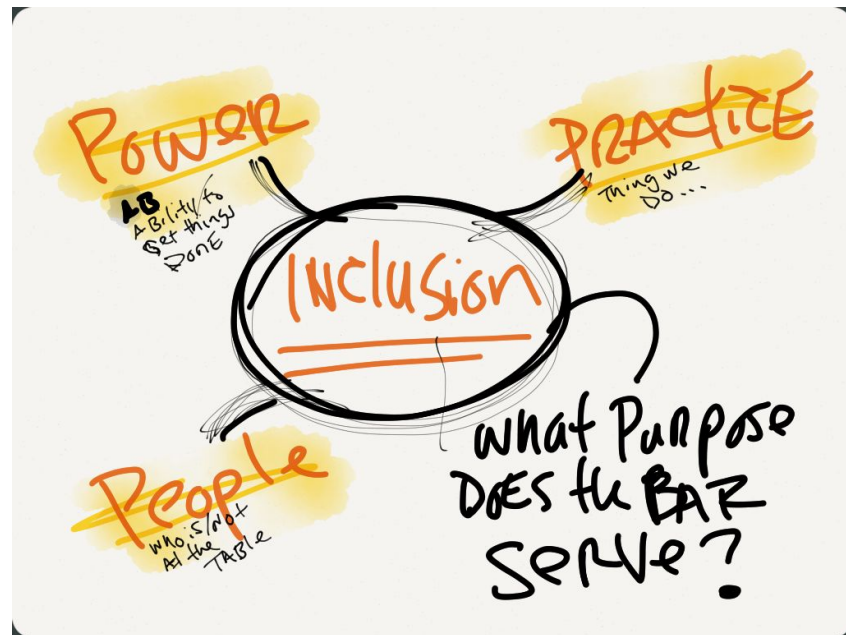
Inclusion: Not Lowering the Bar

People

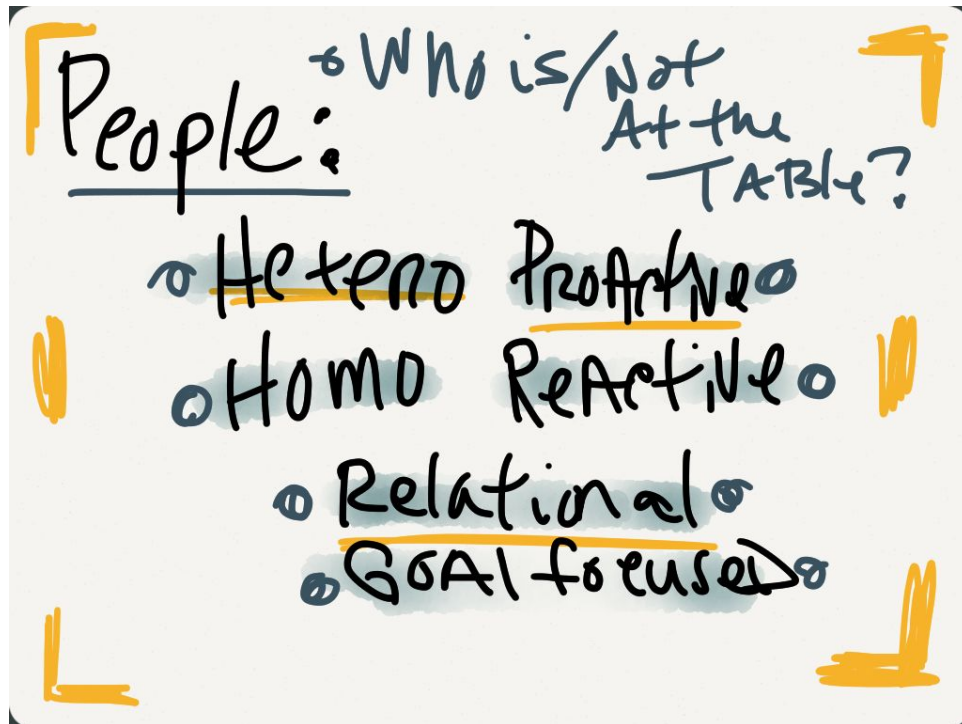
Power

Practice

What purpose does the bar serve?



Seats at the Table: People



Are we:

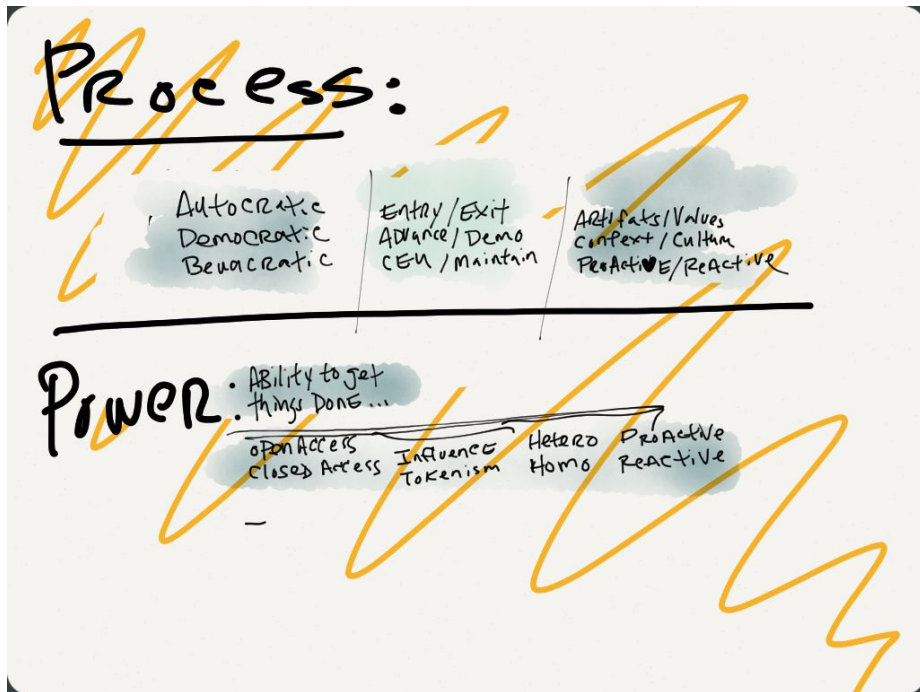
Heterogeneous or Homogeneous

Proactive or Reactive

Relational or Goal Focus

Objective or Subjective

Process & Power



What does our Process produce in our organizations?

How is Power accessed in our organization?

At the Table

Are we:

Heterogeneous / Homogeneous

Proactive / Reactive

Relational / Goal Focused

Objective / Subjective

People: who is/not at the table

● Hetero Proactive ●

● Homo Reactive ●

● Relational ●

● Goal Focused ●

Inclusion

What Purpose does the bar serve?

Who benefits from policies and procedures?

How can they be augmented to serve more, better?

PEOPLE

PRACTICE

POWER

