Implicit Bias within Athletics: Understanding our Personal Bias and Practical Steps for Reducing Bias in the Workplace
I run JenFryTalks which is a social justice education firm who focuses on educating and empowering those within athletics through an anti-racist lens on issues of race, inclusion, intersectionality, diversity, and equity.
Objectives

- Develop a shared language
- Understand the universal development of implicit bias
- Critically think about identity in relation to biases
- Practical steps for reducing bias in the workplace
LET'S SET SOME GROUND RULES

- Focus on the idea, not the person
- Privacy
- Be willing to be uncomfortable
- Oops/Ouch
- Challenge yourself, get curious about your reactions
- Listen with a raw openness
- Be present
• Need for courage rather than the illusion of safety.
• Own your own intentions/impact.
• Do you create a brave space for your student-athletes?
Give a high five!!
LANGUAGE
RACE
Is a socially constructed system of classifying humans based on particular phenotypical characteristics (skin color, hair texture, and bone texture).

- Sensoy and DiAngelo, 2017, p.45
RACISM

Racism is a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power.

- Barbara Love, 1994. Understanding Internalized Oppression
WHITENESS
The academic term used to capture the all-encompassing dimensions of White privilege, dominance, and assumed superiority in society. These dimensions include: ideological, institutional, social, cultural, historical, political, and interpersonal.

- Sensoy and DiAngelo, 2017, p. 229
ANTI-RACISM

Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices, and attitudes so that power is redistributed and shared equitably.

-NAC International Perspective: Women and Global Solidarity
SOCIALIZATION

Refers to our systemic training into the norms of “our” culture. It is the process of learning the meanings and practices that enable us to make sense of and behave appropriately in that culture.

- Sensoy and DiAngelo, 2017, p. 36
INTERSECTIONALITY

The understanding that we simultaneously occupy multiple social positions and that these positions do not cancel each other out; they interact in complex ways that must be explored and understood.

- Sensoy and DiAngelo, 2017, p.245
IMPLICIT BIAS
Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Cause us to have feelings and attitudes based on characteristics such as race, ethnicity, age, and appearance.

These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages.

The media and news programming are often-cited origins of implicit associations.
Implicit Bias?
A Few Key Characteristics of Implicit Biases

- Implicit biases are pervasive.
- Implicit and explicit biases are related but distinct mental constructs.
- The implicit associations we hold do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
Pair & Share

• How have you learned your definitions?
• How have your definitions shaped you?
• What do definitions tell you about your upbringing?
Give a high five and say thanks for sharing!
SELF
Frames & Lenses

Frames are the big picture and mainstream identities everyone is taught from birth such as boy/girl or black/white.

Lenses are the individual, unique experiences that make us one of a kind and unknowingly shape our views and sometimes our opinions. There are things like single child, outgoing, blind, Trans, LGBT, or national origin.
• What are some lenses that make you unique?
• What are some of your lenses that could affect your vision when working with student-athletes?
• How can your lenses affect your student-athletes?
• What lenses affect your student-athlete’s vision of you??
Cycle of Socialization

Source: Cycle of Socialization developed by Bobbie Harro
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Cycle of Socialization

The Beginning

Born into the World with Mechanics in Place
No Blame, No Consciousness, No Guilt, No Choice
Limited Information
No Information
Misinformation
Biases
Stereotypes
Prejudices
History
Habit
Tradition

Source: Cycle of Socialization developed by Bobbie Harro
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Cycle of Socialization

First Socialization

Socialized
Taught on a personal level by parents, teachers, people we love & trust, shapers of expectations, norms, values, roles, rules, models of ways to be, sources of dreams

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Institutional & Cultural Socialization

Reinforced/Bombarded with Messages from

Institutions:
- Churches
- Schools
- Television
- Legal System
- Mental Health
- Medicine
- Business

Culture:
- Practices
- Song Lyrics
- Language
- Media
- Patterns of Thought

On Conscious & Unconscious Levels

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Enforced
Sanctioned
Stigmatized
Rewards & Punishment
Privilege
Persecution
Discrimination
Empowerment

Enforcements

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Results

Resulting in

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Do Nothing
Don't Make Waves
Promote Status Quo

Actions

Change
Raise Consciousness
Interrupt
Educate
Take a Stand
Question
Reframe

Directions for Change

Source: Cycle of Socialization developed by Bobbie Hope
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HOW YOU WERE SOCIALIZED AFFECTS YOUR IMPLICIT BIASES
WAYS TO REDUCE BIAS IN THE WORKPLACE

● Look at words used to describe student-athletes
  ○ Passionate vs Loud, Leader vs Bossy, or Bandana vs Bonnet
  ○ Aggressive (how is word used?)
● Hiring practices
  ○ Network, who are you asking about applicants, what is considered good experience?
● Check your assumptions about work ethic vs culture
● Policies, procedures, or handbooks. Who do they center?
● Take the Harvard test
● What are the identities of the people you are bringing in to speak to your team?
● Understand you can love all your SAs and still have problematic behaviors that need to be rectified.
ONE LAST HIGH FIVE
Resources

- JenFryTalks- www.jenfrytalks.com
- Implicit Harvard Test- https://implicit.harvard.edu/implicit/
- MTV Look Different- www.lookdifferent.org
- Implicit Bias Training Modules- http://kirwaninstitute.osu.edu/special-announcement-implicit-bias-training-available/
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Don’t forget to grab a sticker!