

Putting Racism on the Table

~Expanding the Table for Racial Equity~

The 2018 Series

Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table: Expanding the Table for Racial Equity* series with your colleagues and to then use these discussion questions to facilitate conversation and action. While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.



Topic: Implicit Bias: Breaking the Prejudice Habit

Speakers: Dr. Patricia Devine, Professor, Department of Psychology, University of Wisconsin-Madison & **Dr. Will Cox**, Assistant Scientist, Department of Psychology, University of Wisconsin-Madison

- 1) Reflect on instances when you have encountered implicit/unintentional bias – either bias you have witnessed, perpetuated, or been the target of. How did you respond? What types of interventions have worked for you in the past? What hasn't worked?
- 2) How would you apply Dr. Devine and Dr. Cox's strategies within your own organization? What resistance do you think you might encounter? What impact do you think the strategies would have?
- 3) Dr. Devine and Dr. Cox discuss why trying to mentally suppress stereotypes doesn't work. Instead, they recommend "detecting, reflecting, rejecting, and replacing" stereotypes. Walk through an example of a stereotype or bias that you have unintentionally perpetuated and how you might apply this strategy in the future.
- 4) Dr. Devine and Dr. Cox provide many examples throughout their talk of both gender and racial biases. How do you think the impact of these strategies for countering bias might differ depending on the type of bias they are being deployed to address?
- 5) Dr. Devine and Dr. Cox's work on unintentional bias is focused on how individuals are affected by biases and how they can address those biases. However, oftentimes groups of people are impacted by biases that are perpetuated by institutions through their policies and practices. What is the relationship between individual-level and institutional-level biases? How do you think Dr. Devine and Dr. Cox's strategies might be deployed to counter institutional-level biases?

Video & viewing guide available at www.puttingracismonthetable.org.