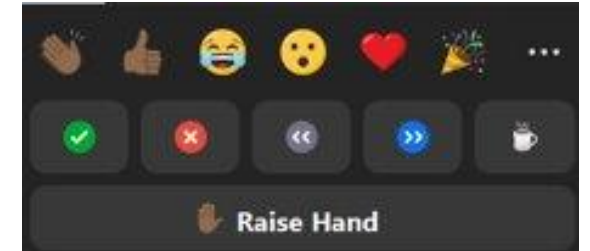


Implicit Bias, Cultural Humility and Racial Equity

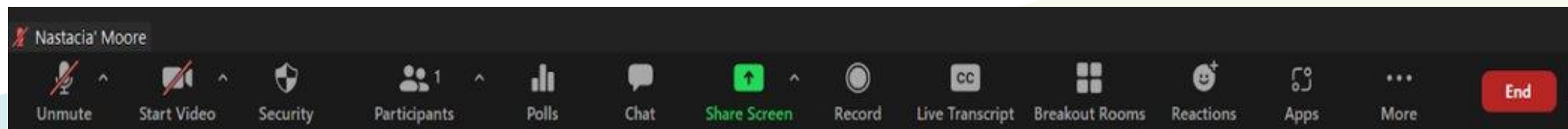
May 12, 2025

Presentation Format

- This meeting will NOT be recorded
- We invite all participants to join on camera (highly suggested)
- Please mute audio upon entry and if you are not speaking
- Questions can be submitted using the chat or by raise hand function using the reactions icon on the dashboard to speak



Use the reactions icon to express non-verbal feedback and emotions using emoji's and the raise hand option to speak aloud.



Use this icon to mute and unmute.

Use the chat icon to submit questions, comments, and feedback.

Meet the Team



Lamar Polk, MPH, LICSW, CCM
Senior Associate
lpolk@tacinc.org



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Overview of Today's Training

- Introductions
- Building a Container
- Understanding Race
- Understanding Culture and Social Norms
- Understanding Bias
- Focusing on Racial Bias and Racism
- Racial Bias and Racism in Action
- Strategies for Disrupting Bias and Other Forms of Oppression
- Pulling it All together

Learning Objectives

With a focus on racial bias and racism, after today's session, you will...

- **Understand** foundational concepts related bias
- Be able to **identify** bias in action
- Be able to **reflect** on your role in perpetuating bias
- Learn tangible strategies for **combating** bias, **enhancing** culturally responsive practice, and **promoting** racial equity

Introductions

Why We Uplift Pronouns in Introductions

We hold space to share pronouns because...

- Sharing pronouns gives everyone in the space the **opportunity to self-identify** pronouns **instead of forcing folks to assume** someone's identity or which pronouns they use.
- Including pronouns is an important **first step towards demonstrating respect** for people's identities and **creating a stronger sense of psychological safety** for people of all gender identities.
- Because pronouns can **sometimes** be a sign of someone's gender identity but not always, **we do not want to assume people's gender identity based on expression** (clothing, hairstyle, mannerisms, cosmetics, etc.)
- By holding space for people to share their pronouns, we demonstrate that we do not wish to assume their gender identity is based on their appearance and rather **prefer to welcome self-identification** as a normalized part of introductions.

Why We Uplift Racial Identities in Introductions

We honor and welcome the acknowledgement of racial identities in introductions because...

- Naming racial identity **focuses our awareness on how we show up with each other** and particularly with Black, Indigenous, Asian, Pacific Islander, Native Hawaiian, and colleagues that are people of color.
- Naming racial identity **focuses** our awareness **on who is not present**.
- Naming racial identity **removes our fear of talking about race** and instead normalizes it.
- Naming racial identity **helps us own our racial identity** and what we bring into the space.
- Naming racial identity **reminds us that racial groups sit differently in relation to power and resources** in the U.S. due to historical and present-day manifestations of system racism.
- Naming racial identity **helps us resist habits of white supremacy culture and anti-Blackness** and its constant presence.

Introductions

Please
introduce
yourself in the
chat

- Name
- Pronouns
- Any identities you wish you share in this space
- Role



Building a Container

Creating a Liberated Space

In liberated spaces, we...

- Are grounded in **community** and **love**.
- **Look out** for each other and **protect** each other.
- Work as a team to **restore** what has been broken.



- Are free to **bring all of ourselves**.
- Are free to **take risks** and **make mistakes**.
- Are free to be uncomfortable, to **hold tension in life-giving ways**.

Group Agreements

- Mute your line when you're not speaking , cameras on builds community
- Be present, listen actively, and use "I" statements
- Choose courage over comfort
- The goal is not to agree right now but rather gain a deeper understanding . We will not leave with closure
- Participate to the fullest of your ability – our collective growth depends on the inclusion of every individual voice
- Recognize emotional tax, extra labor and burden that Black, Indigenous, and all people of color - BIPOC face in "activating" conversations
- Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience
- Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks – focus on ideas
- **Anything else?**

Our Liberated Space



Do you agree to uphold our
Community Agreements and co-
create a **Liberated** space today?

Foundational Concept: Understanding Race

MentiMeter Poll

Choose how to join the poll...

1. Using your phone's camera, scan the QR code
2. On your browser click the link to go to:
<https://www.menti.com/alunoqd853fo>
(Link in Chat)
 - Enter Access Code **6218 0808**



10 Things to Know About Race

1. Using your phone's camera, scan the QR code
2. On your browser click the link to go to:
<https://www.menti.com/alunoqd853fo>

(Link in Chat)

- Enter Access Code **6218 0808**



The Myth of Race



BBC content guidance: Contains some upsetting scenes

10 Things to Know About Race

- Race is a modern idea
- Race has no genetic basis
- Human subspecies do not exist
- Skin color really is only skin deep
- Most variation is within, not between “races”
- Slavery predates race
- Race and "freedom" (capitalism) were born together
- Race justified social inequalities as natural
- Race is not biological, and racism is still
- Color Blindness will not end racism



Foundational Concept: Understanding Culture and Social Norms

What is Culture?

Culture is the totality of socially transmitted behaviors and products of human work and thought that influence the knowledge, beliefs, and values shared by members of a society.

Culture does not determine behavior, but rather gives members of a society an array of ideas and possible actions, providing a framework through which to understand themselves, the environment and experiences

Culture is ever changing and always being revised within the dynamic context of how it is enacted over time



Image from: <https://suffolkartsandfilm.com/>

What is Your Cultural DNA?

What are the values, beliefs and traditions you learned from your family, community, or school?

What are the stories you tell about your family?

What do you eat, wear, aspire to?

How do you socialize, play, work?

What values do you defend? What beliefs guide you?

What are Social Norms?



Social Norms

- Social Norms are ways of behaving that are deemed acceptable by the social group or setting we identify with.
- When our norms are challenged, we default to judgement, correction, avoidance, or violence.
- Cultural Defaults on Norms:
 - What are your defaults?
 - Race
 - Ethnicity
 - Religion
 - Gender



Foundational Concept: Understanding Bias

Racial Bias and the Way We Think About Race

Explicit Bias

Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported.

Implicit Bias

Unconscious attitudes that lie below the surface, but may influence our behaviors.

LINE OF CONSCIOUSNESS

EXPLICIT BIAS

happens due to thought

communicated directly

conscious actions/thoughts

planned & organized

Example: "I don't hire _____."

IMPLICIT BIAS

happens without thinking

communicated indirectly

subconscious actions/ thoughts

spontaneous & not planned

Example: Choosing a seat closer to someone of your own race



How it Works



The human brain can take in **11 million** pieces of information in any one moment.

We're only consciously aware of maybe **40** of these – at best.

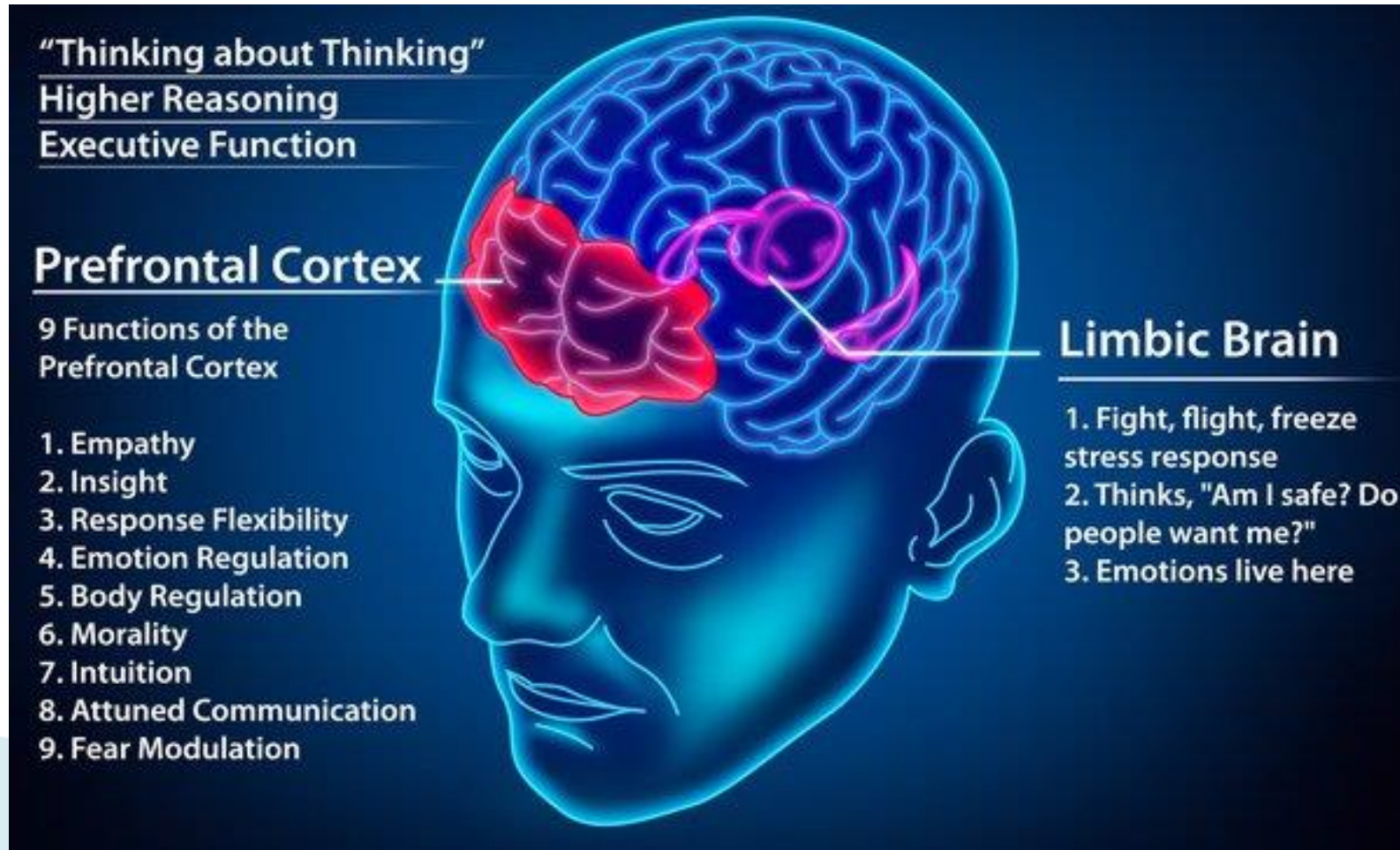
Only **2%** of emotional cognition is available to us consciously

Bias tends to reside in the unconscious network

Messages can be **framed** to speak to our unconscious (Dog Whistle Politics)

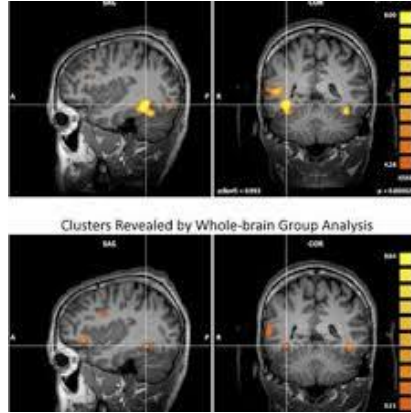
Mirror Neurons & Empathy

Building Pathways in the Brain: Practice and Repetition

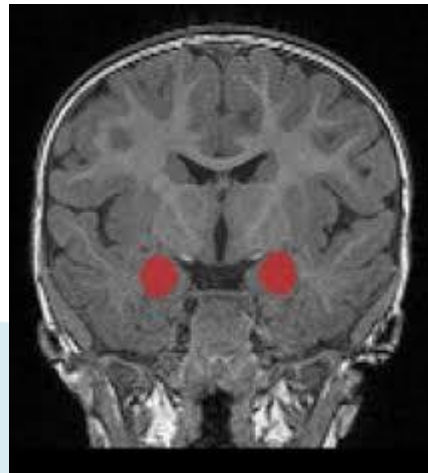


Facial Recognition and Response

- Fusiform gyrus: facial recognition center



- Amygdala: threat perception, fear response



Research shows that people remember faces of their own race better than those of other races

- AND perhaps more consequentially, an amygdala response to exposure to faces of other races
- This causes a decrease in blood flow to the brain and an increase in cortisol
- This can be mitigated with even small amounts of pre-existing knowledge about whose face it is

Let's Take a Break!

Foundational Concept: Focusing on Racial Bias and Racism



Why Lead with Race Equity and Social Justice?

- Across every system, disparities are greatest when we look at race
- This does not mean there are not disparities when you look at gender, gender identity, ability, age, etc.
- Leading with race will capture so many of these intersecting disparities, through the numbers alone
- We must push ourselves to sit with the discomfort of confronting the realities of race head on so that we can center equity across all systems, including the homeless service system
- The history of the United States also pushes us to focus on race

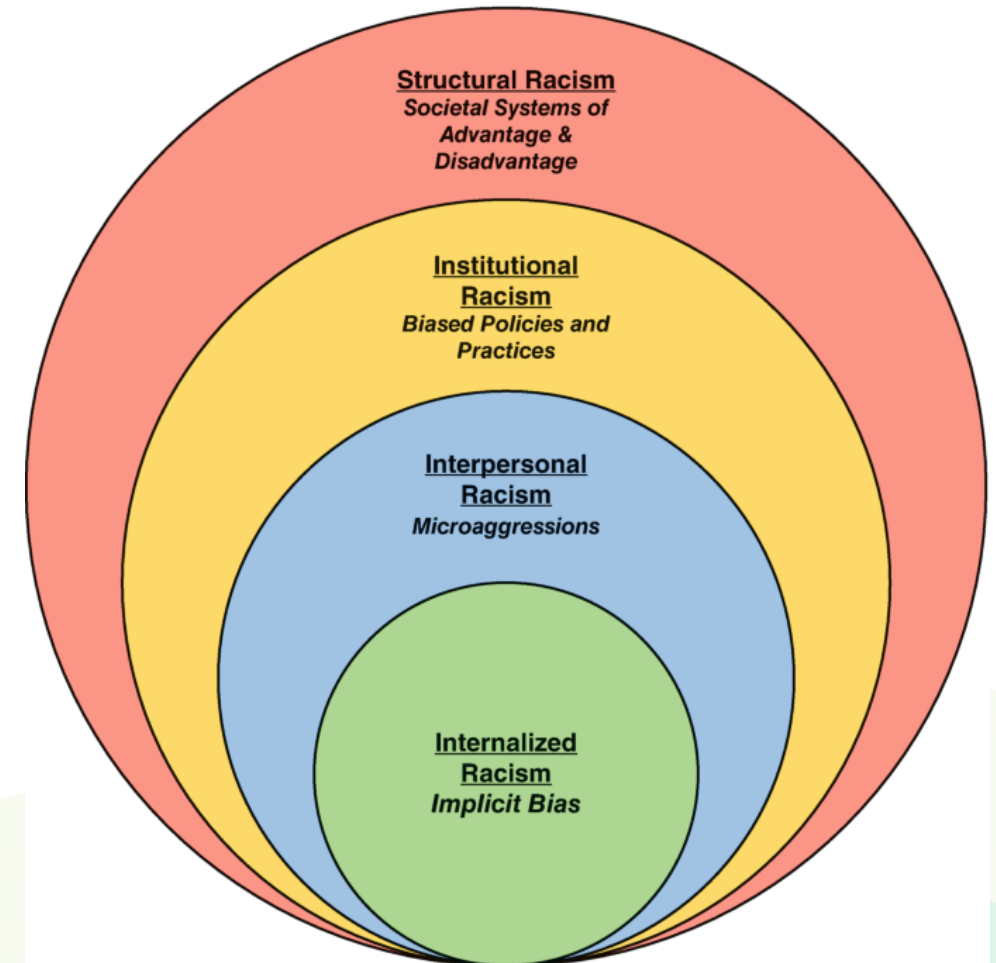
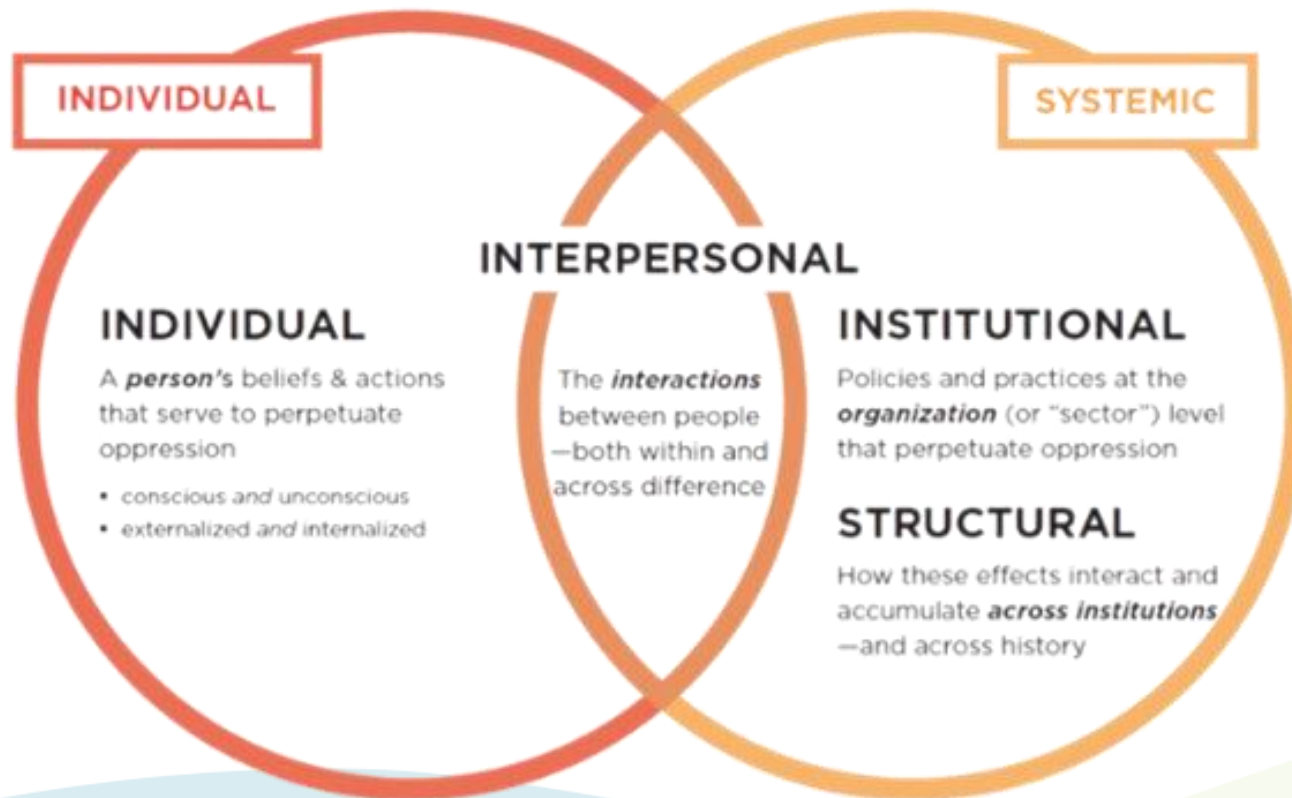


Racial Bias and Racism

- **Racial bias** refers to attitudes or stereotypes – explicit or implicit – that affect our understanding, actions, and decisions towards people based on their race.
- **Racism** is a belief system or social practice that asserts the superiority or inferiority of individuals based on their race.



Exploring the Levels of Racism





Levels of Racism

Internalized Racism

Negative beliefs/feelings about oneself





Levels of Racism

Interpersonal Racism

The expression of racism that occurs when two or more individuals interact, and their personal beliefs and prejudices manifest in outward behaviors. This can be deliberate or unintentional, but either way serves to perpetuate and reinforce racism





Levels of Racism

Biased Policies, Practices and Procedures

Institutional Racism

Discriminatory treatment, unfair policies and practices, and differing opportunities in a specific institution on the basis of race. Individuals within institutions take on the power of the institution when they reinforce racial inequities, even unintentionally.



Levels of Racism

"I'm assuming that the SYSTEM is broken, right?!"

"Absolutely not! The SYSTEM is working for whom it was designed to benefit"

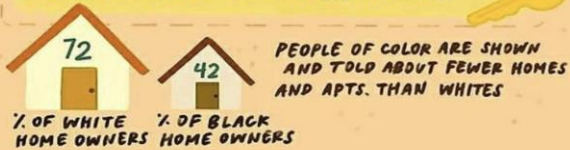
Systemic/Structural Racism

Infrastructure of rulings, ordinances or statutes promulgated by a sovereign government or authoritative entity, whereas such ordinances and statutes entitles one ethnic group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia's held by the entitled group.

Structural Racism in Action

HOUSING

REDLINING IS THE SYSTEMATIC DENIAL OF VARIOUS SERVICES TO RESIDENTS OF SPECIFIC NEIGHBORHOODS OR COMMUNITIES. IT WAS OUTLAWED IN THE 60'S BUT THE PRACTICE AND ITS EFFECTS NEVER REALLY WENT AWAY.



EDUCATION

BLACK STUDENTS ARE 3x MORE LIKELY TO BE SUSPENDED THAN WHITE STUDENTS FOR SIMILAR INFRACTIONS

BLACK CHILDREN MAKE UP 50% OF SUSPENSIONS

ONCE BLACK CHILDREN ARE IN THE CRIMINAL JUSTICE SYSTEM, THEY ARE 18x MORE LIKELY TO BE TRIED AS AN ADULT THAN WHITE KIDS.

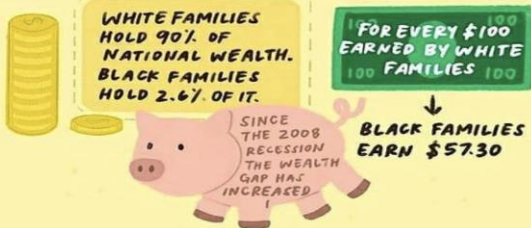
EMPLOYMENT

BLACK UNEMPLOYMENT RATES HAVE BEEN CONSISTENTLY 2x HIGHER THAN THAT OF WHITES FOR THE PAST 60 YEARS

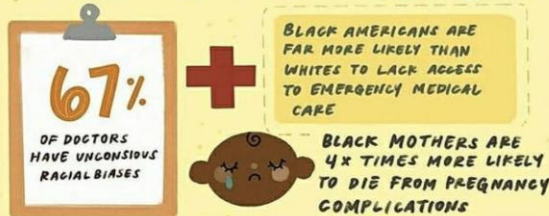
APPLICANTS WITH WHITE SOUNDING NAMES GET CALLED BACK 50% MORE THAN PPL W/ BLACK NAMES, EVEN WITH IDENTICAL RESUMES

BLACKS W/ COLLEGE DEGREES ARE 2x MORE LIKELY TO BE UNEMPLOYED

WEALTH



HEALTHCARE



CRIM JUSTICE

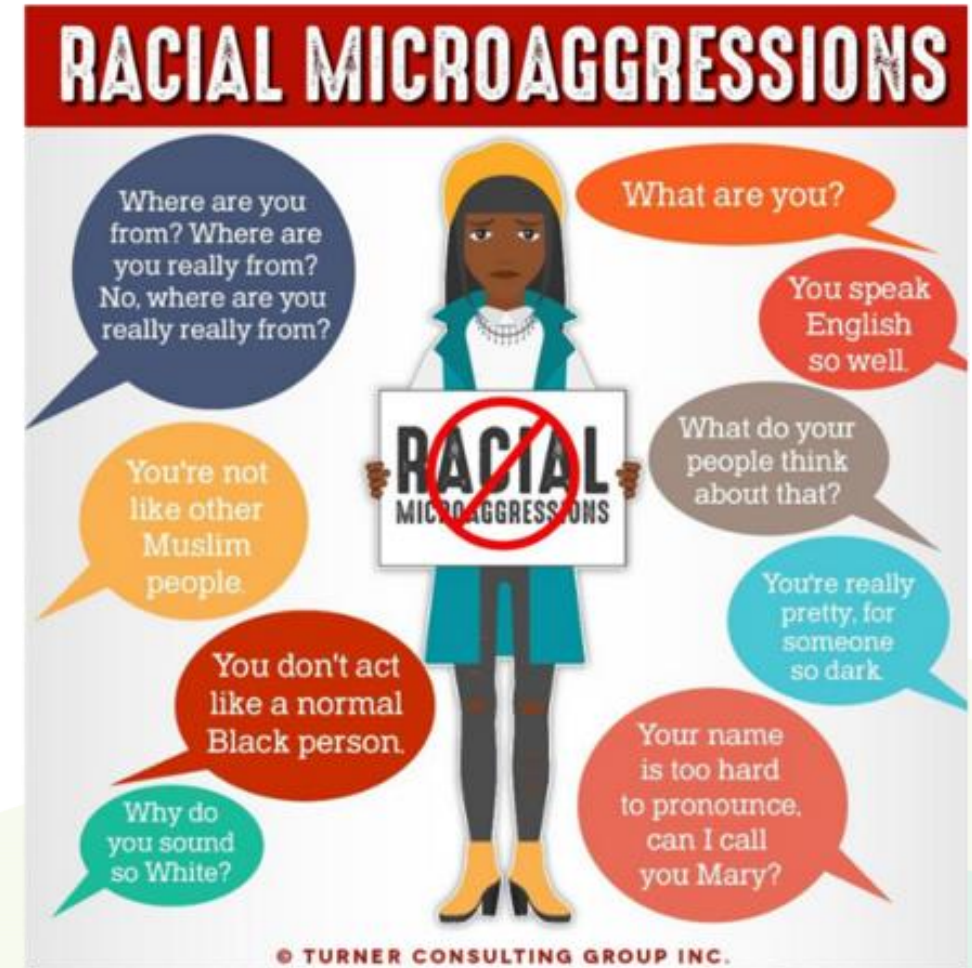
BLACK PEOPLE ARE 20% MORE LIKELY TO BE SENTENCED TO JAIL TIME + 20% LONGER SENTENCE THAN WHITES FOR SIMILAR CRIMES



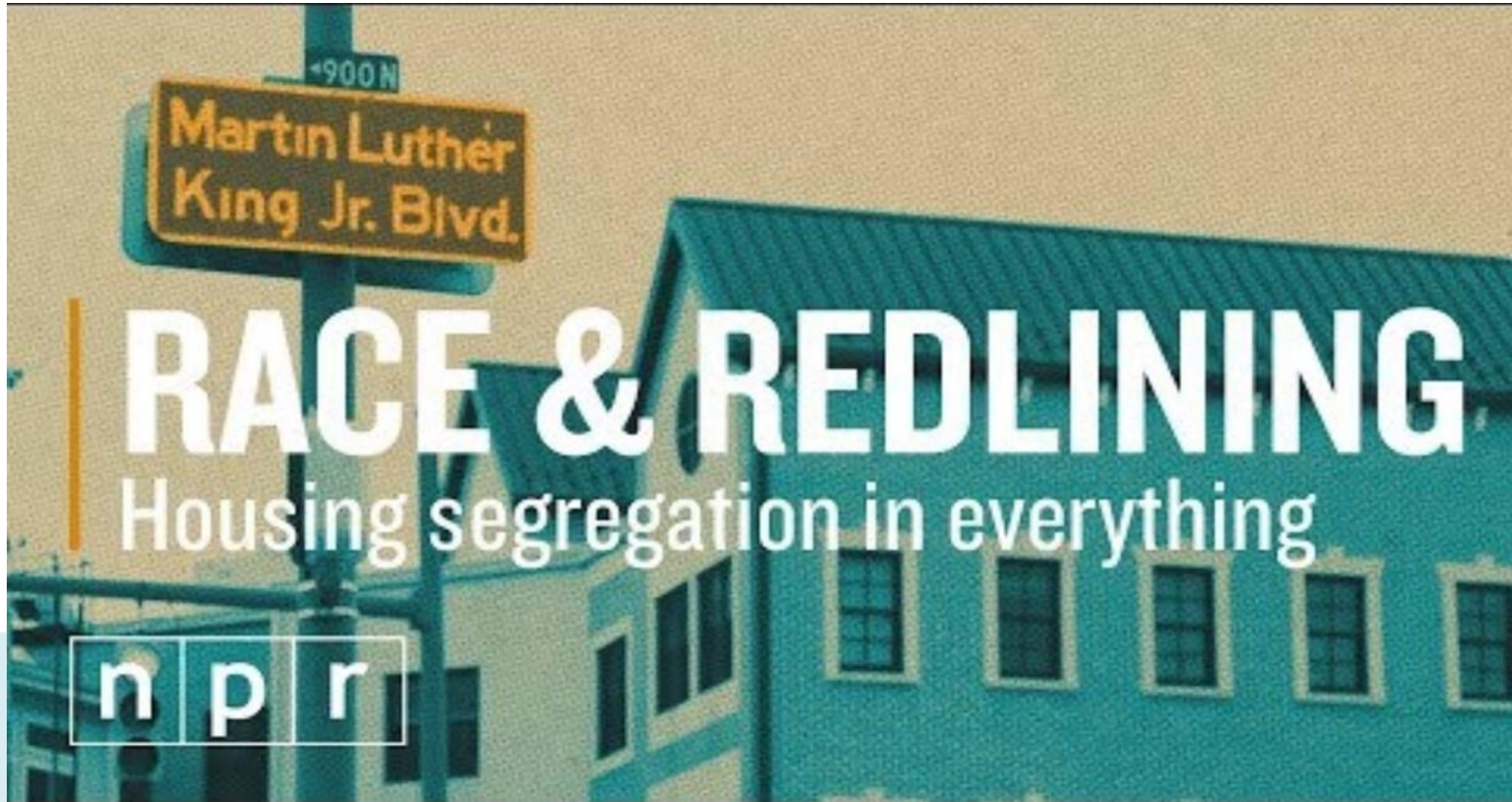
Racial Bias and Racism in Action

Microaggressions

- Everyday exchanges that send denigrating messages to certain individuals because of their group membership



Housing Segregation and Redlining in America: A Short History | Code Switch | NPR





Implicit Bias: Why Talk About It

Black Family Sees Home Value Increase \$500K After Erasing Themselves From Appraisal



Looking at the Data

Understanding Local Context

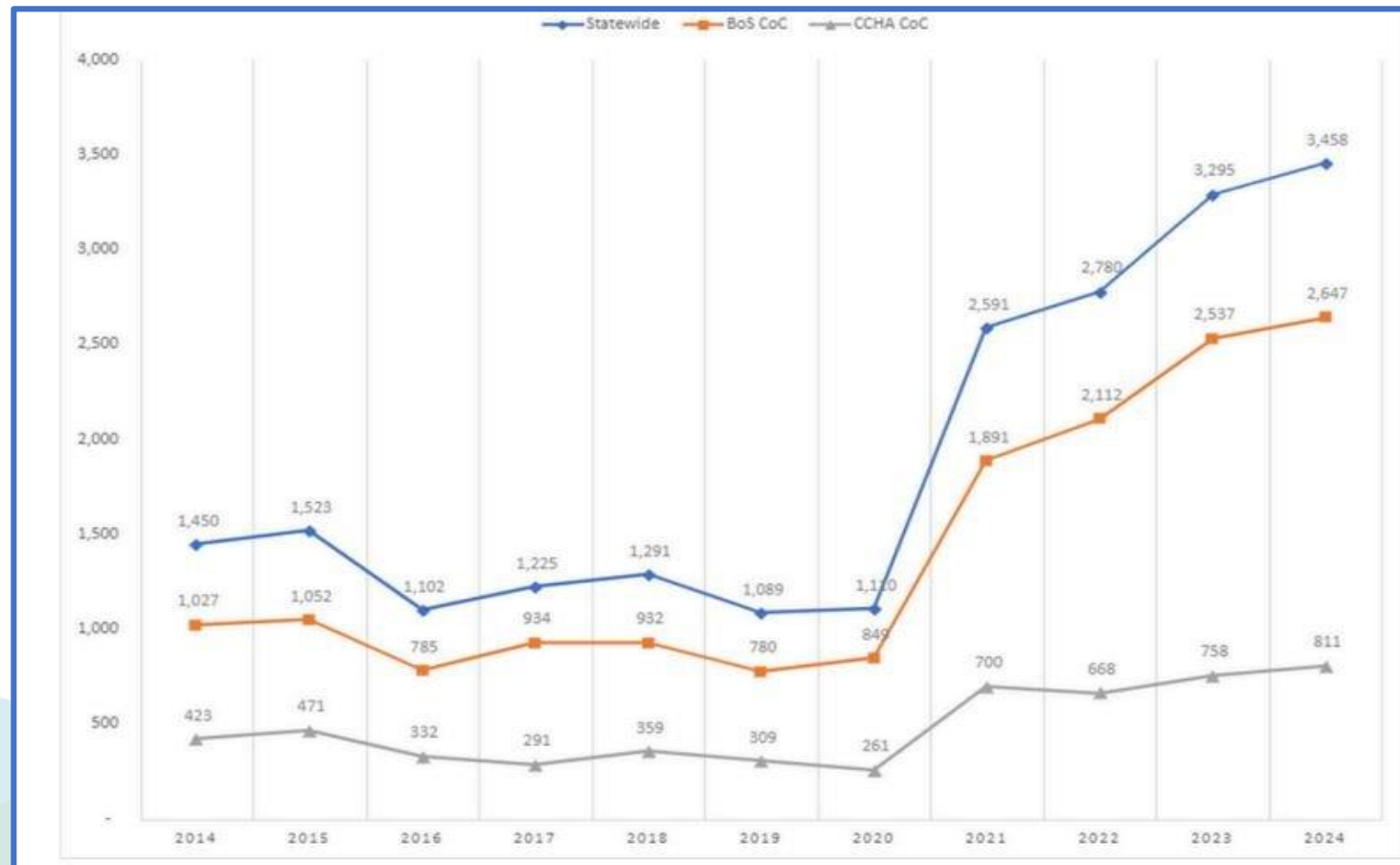
2024 Vermont's Annual POINT-IN- TIME COUNT *of Those Experiencing Homelessness*

Looking at the Data

- What information can we glean from the graph?
- After studying the graph, what new questions do you have?
- What important context is missing the graph?

Section IV - 2024 PIT Count Data and Historical Trends

Total Number of Unhoused Individuals



Looking at the Data

- What are some key takeaways from the data?
- What important context is missing from this presentation of data?
- What harmful assumptions can be made using this data without also presenting historical context?

2024 POPULATION STATEWIDE BY RACE

Race	*Vermont Population	Persons Experiencing Homelessness Statewide 2024	Persons Experiencing Homelessness Statewide 2023	Persons Experiencing Homelessness Statewide 2022	
American Indian, Alaska Native, or Indigenous	0.40%	1.19%	2.52%	1.00%	
Asian or Asian American	1.80%	0.43%	1.09%	1.00%	
Black, African American, or African	1.40%	8.07%	8.07%	6.00%	
Native Hawaiian or Pacific islander	0.00%	0.26%	0.18%	0.00%	
White	89.80%	86.44%	86.04%	88.00%	
Some Other Race * Middle Eastern or North African	0.80%	0.03%	0.00%	0.00%	
Multiple Races	5.80%	3.59%	2.09%	4.00%	
	100%	100%	100%	100%	

Context Is Critical

Section V - Ongoing Racial Disparity in Homelessness

Black Vermonters are 5.6 times more likely than white Vermonters to be unhoused. This is not an anomaly or an accident.

From slavery through modern racist and exploitative policies that include regressive taxation, redlining, and the war on drugs, America has systematically exploited and denied the basic human rights of Black people.

The consequences of America's racist and exploitative history are everywhere. Black people are stopped,[10] arrested,[11] and incarcerated[12] at staggering rates compared to white people — and they are more likely to be shot and killed by the police.[13]

Black people are more likely to lack housing,[14] transportation,[15] a living wage,[16] quality education,[17] comprehensive health care,[18] food security,[19] clean air and water,[20] and affordable credit.[21]

This history has driven a vast racial wealth divide that has left Black households with a median household wealth of \$44,890 compared to \$285,000 for white households.[22]

Vermont is not immune to this history and its contemporary manifestations.

For example, Vermont's criminal laws are enforced with a staggering racial bias. In 2022 (the most recent complete year of data available) Black people were over 5.2 times more likely to be arrested compared with white people.[23] For many discretionary offenses, the disparities were also troubling, including over 5.5 times for drug possession offenses[24] and over 4.4 times for disorderly conduct.[25] Because Black people are disproportionately arrested, they will also disproportionately face potential incarceration and other direct harms, including court related fines and fees, that drive people deeper into cycles of poverty.

In addition to the direct harms of a criminal conviction, Black Vermonters also disproportionately face the collateral harms of a criminal conviction, which inhibit pathways to rejoining communities, including making it more difficult for individuals to secure safe housing and gainful employment [26] The racial bias in Vermont's criminal legal system

Strategies for Disrupting Bias and Other Forms of Oppression

Tangible Strategies

- Check your bias to wreck your bias
- Practice cultural humility
- Use a racial equity Lens
- Engage in courageous conversations

Check Our Bias to Wreck Our Bias



Disrupting Implicit Racial Bias

Ways to Combat our Bias



"How might we challenge our Implicit Racial Bias?"



Educate yourself



Learn about different types of biases and their impacts on society

Practice mindfulness



Be aware of your thoughts and decisions, questioning your assumptions

Diversify your network



Engage with people from different backgrounds to broaden your perspectives

Challenge stereotypes



Question and speak up against stereotypes in media and daily life

Slow down decisions



Take time to reflect on important decisions to avoid snap judgments

Take the Implicit Association Test (IAT)



Discover your own implicit biases through scientifically validated tests

Competence vs. Humility

Cultural Competence

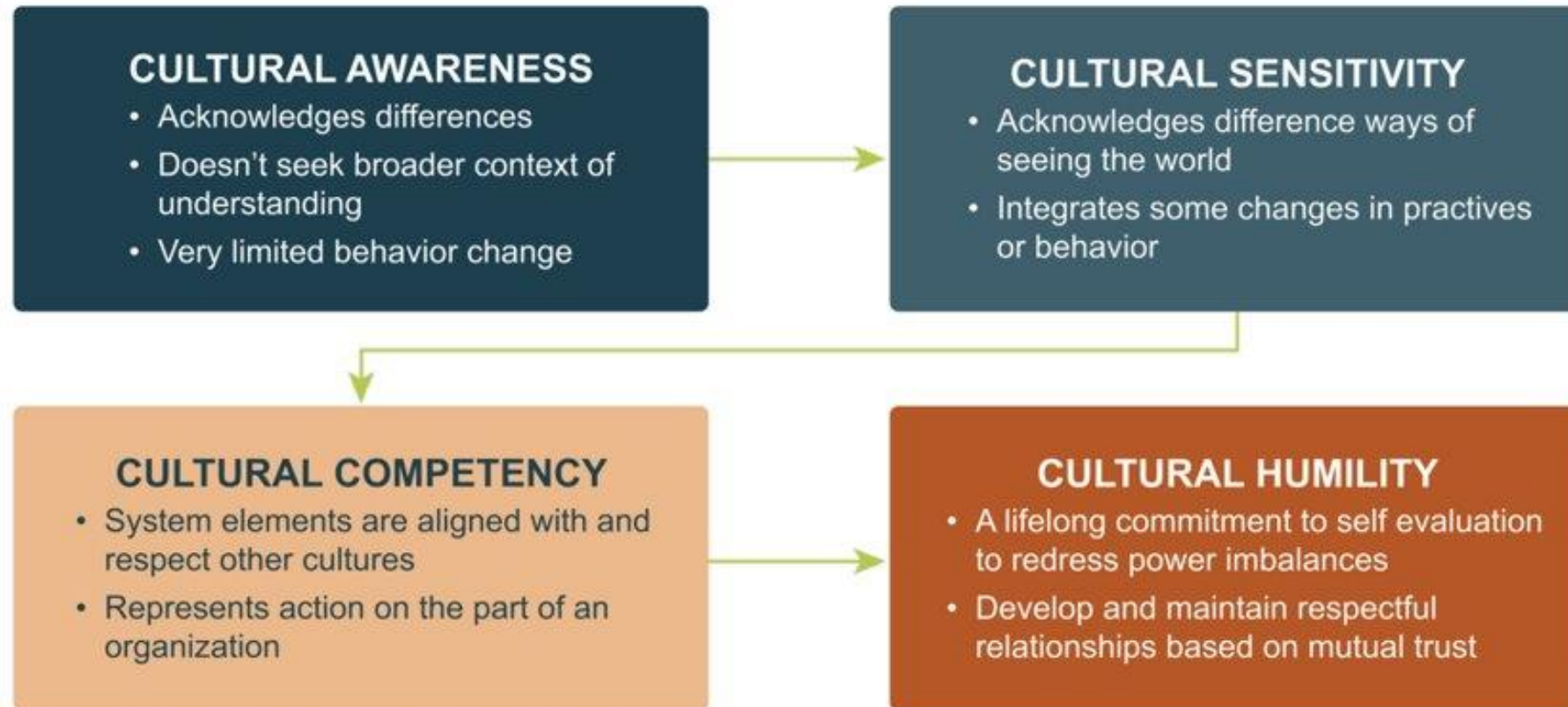
- Knowledge + Training
- Belief that one can become "competent" in someone else's culture
- Based on academic knowledge rather than lived experience
- Promotes skill building and working toward an end goal
- Supports the myth that culture does not change or evolve

VS

Cultural Humility

- Introspection + Co-learning
- Belief of learning with and from others, including program participants
- Encourages a commitment to lifelong learning
- No end goal or end result
- Attempts to reduce power dynamics

Getting to Cultural Humility



Cultural Humility involves an ongoing process of self-exploration and self-critique combined with a willingness to learn from others. It means entering a relationship with another person with the intention of honoring their beliefs, customs, and values. It means acknowledging differences and accepting that person for who they are.

Equality vs Equity



The assumption is that everyone benefits from the same supports. This is equal treatment.

Everyone gets the supports they need (this is the concept of “targeted universalism” thus producing equity).

Everyone receives the type of assistance they need to best suit their needs. No one is barred from participating to their fullest.

Racial Equity Framework



A racial equity lens is a framework used to **identify, examine, and address** the ways in which **race and systemic racism influence policies, practices, and outcomes.**

Utilizing a Racial Equity lens **helps** organizations and individuals **assess the potential impact of decisions on different racial groups, ensuring that equity is intentionally integrated** into processes, resource allocation, and decision-making.

5 Step Framework for Courageous Conversations



Pulling it All Together

Checking Out: Please Share...

**One thing you
learned**



**One thing you
are still thinking
about from
today's session**



**One thing you will
do differently to
apply your new
knowledge**



Resources

- [The Myth of Race](#) (video)
- [10 Things to Know About Race, Race – The Power of an Illusion](#)
- [What are Social Norms?](#) (video)
- [Housing Segregation and Redlining in America: A Short History – Code Switch – NPR](#) (video)
- [Black Family Sees Home Value Increase \\$500K After Erasing Themselves From Appraisal](#) (video)
- [2024 Vermont's Annual Point-in-Time Count of Those Experiencing Homelessness](#)
- [Check Our Bias to Wreck Our Bias](#) (video)
- [Implicit Association Test](#) – Harvard Project Implicit

Additional Resources

- [White Dominant Culture Norms and Something Different](#)
- [Targeted Universalism](#) – Othering & Belonging Institute
- [10 Principles of Disability Justice](#) – Sins Invalid

Resources – Peer Shared

- Liz Plank – [Why Everyone Woman is an Expert on Masculinity](#)
- [Scale dichotomization reduces customer racial discrimination and income inequality](#) - Nature
 - Summary: Customer ratings on "these platforms are not just performance feedback; they directly influence workers' job opportunities, work assignments, and income. As a result, even subtle biases in customer evaluations can lead to significant inequalities for workers, particularly those from marginalized backgrounds." and "customer evaluation processes on online platforms can unintentionally amplify the effects of subtle biases."
- [Research: How Gig Platforms Can Mitigate Racial Bias in Ratings](#)
- [Act092 – Relating to prohibiting discrimination based on certain hair types and styles](#)



Reminders...

- Please drop your name in the chat so we can take attendance and issue your certificate of completion.
- Keep an eye out for a training evaluation – sent by Survey Monkey
- Check out those resources to continue learning!



Upcoming Trainings

- "Documentation: Golden Thread"
 - Wednesday, May 28th from 9:30am to 11:30 am EST

- "Harm Reduction and Overdose Prevention"
 - Monday, June 9th from 9:30am to 12:30pm EST