

Race and Gender Discrimination and Implicit Bias in Mediation

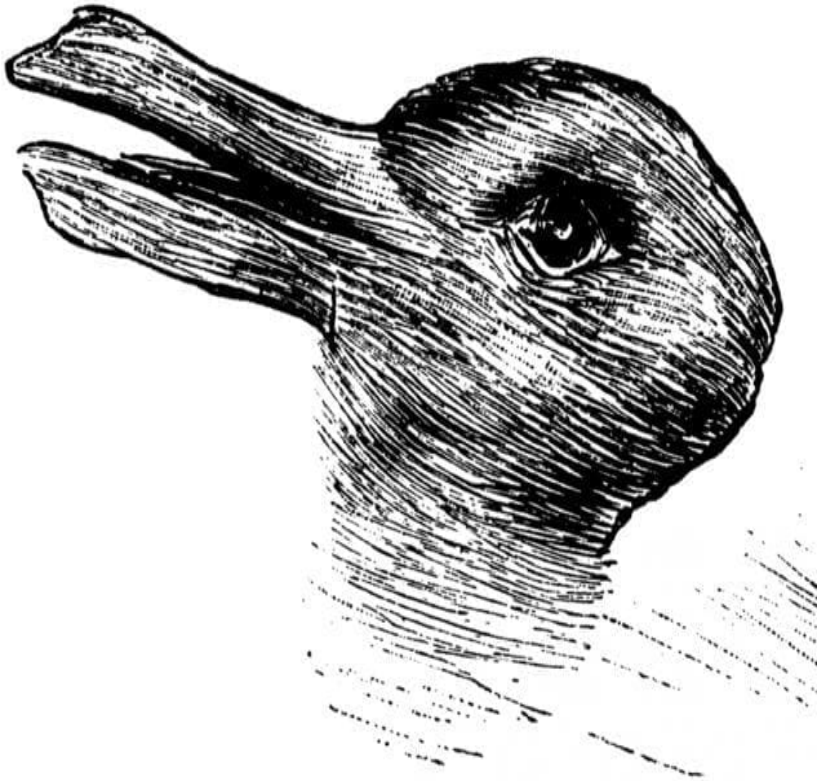
Managing Bias in Mediation

- Understanding implicit bias
- Acknowledging impact of race, gender and implicit bias on mediation
- Learning tools to manage bias in mediation

Managing Bias in Mediation - Tools

- Acknowledge that everyone has biases.

Question 1



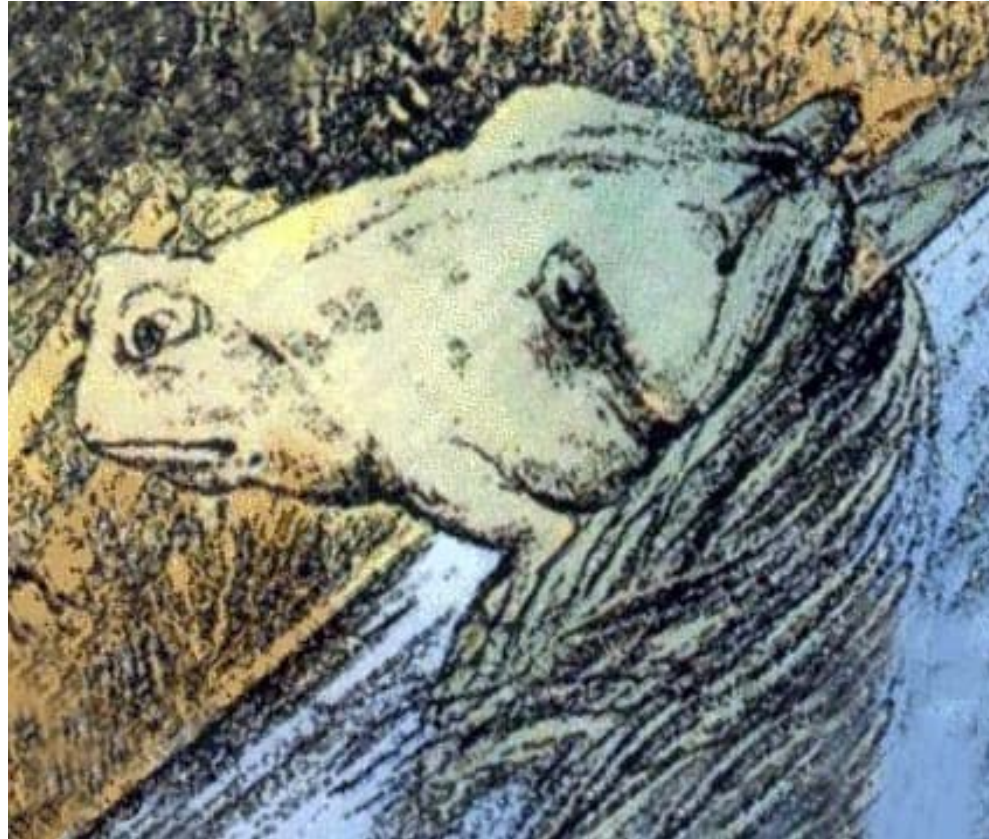
- A. Dog
- B. Rabbit
- C. Duck
- D. None of the above

Managing Bias in Mediation - Tools

- Acknowledge that everyone has biases.

Question 2

- A. Horse
- B. Frog
- C. Crocodile
- D. None of the above



Managing Bias in Mediation - Tools

- Bias influences what and how we see, hear, think, and feel.
- Implicit Association Test (IAT)

<https://implicit.harvard.edu/implicit/takeatest.html>

Preliminary Information

On the next page you'll be asked to select an Implicit Association Test (IAT) from a list of possible topics . We will also ask you (optionally) to report your attitudes or beliefs about these topics and provide some information about yourself.

We ask these questions because the IAT can be more valuable if you also describe your own self-understanding of the attitude or stereotype that the IAT measures. We would also like to compare differences between people and groups.

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Important disclaimer: In reporting to you results of any IAT test that you take, we will mention possible interpretations that have a basis in research done (at the University of Washington, University of Virginia, Harvard University and Yale University) with these tests. However, these Universities, as well as the individual

Asian IAT

Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Transgender IAT

Transgender ('Transgender People – Cisgender People' IAT). This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Age IAT

Age ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Joseph Biden and one or more previous presidents.

Religion IAT

Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.

Arab-Muslim IAT

Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

Disability IAT

Disability ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.

Gender-Science IAT

Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.

Weapons IAT

Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

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2/16/2021



Managing Bias in Mediation - Tools

- There is no set of universal problem-solving, mediation or conflict resolution methodology applicable to every case.
- Most of the time, there are no absolute “right” responses-only relatively “right: or “wrong” ones within a given culture.
- Do not assume anything.



Managing Bias in Mediation - Tools

- In every culture, people want to be accepted, listened to, acknowledged and respected.
- Cultural conflicts do not disappear when we ignore them.
- Put yourself in everyone's shoes.
- Talk less - listen more.

Managing Bias in Mediation - Tools

- Stay in a learning state of mind



Continuing Education - classes

TEDTalks / Podcasts / YouTube

Books & Articles

"Whistling Vivaldi" - Claude M. Steele

*"Blind Spot" Mahzarin R. Banaji and
Anthony G. Greenwald*

- Is it possible to truly manage differences to make sure the mediation process is fair to the participants?
- Can we empower the participants in such a way that their past experiences are not a barrier to meaningful mediation?



Thank you!

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W.D. Mo. Mediation and Assessment Program
CLE Webinar
February 25, 2021