

COLOR BIAS 2.0

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ACERA CORE VALUES

Community

Openness

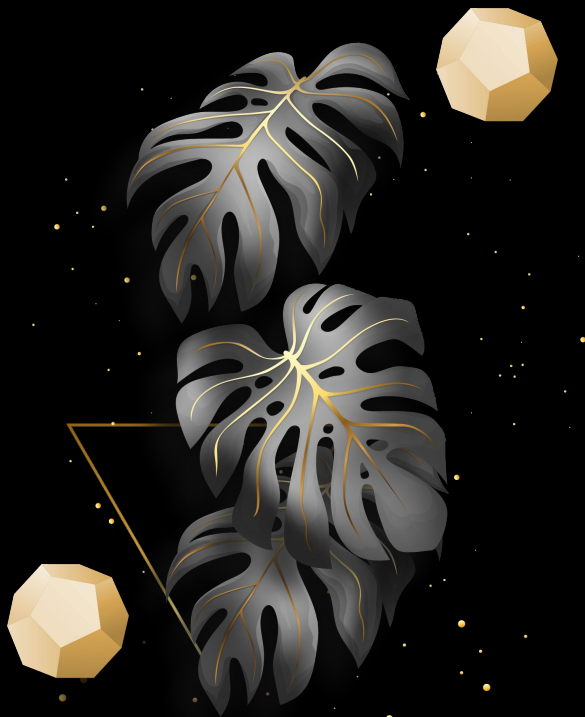
Curiosity & Innovation

Integrity

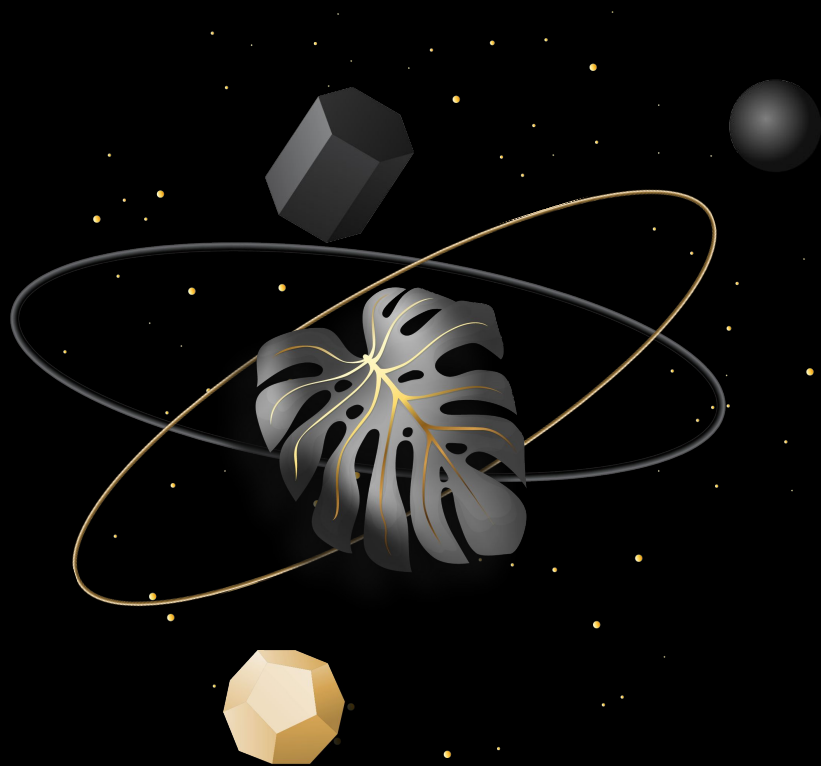
Leadership

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Introduction

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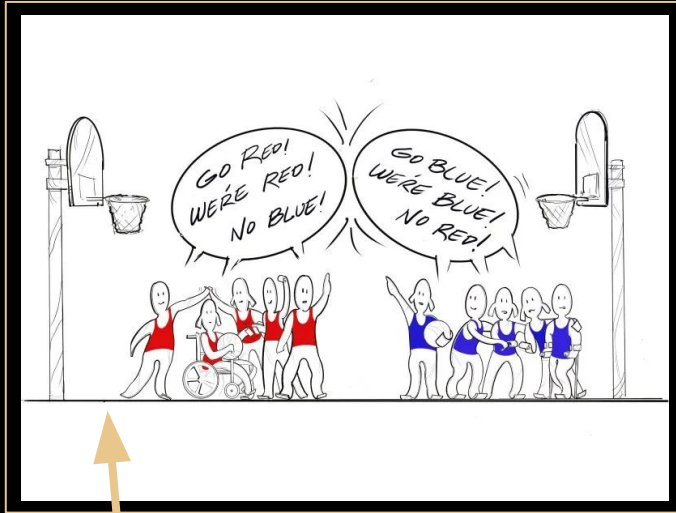
- Research
- Beta testing
- Redesign+More Research
- Testing
- Analysis

What is the IAT

The IAT looks at both the baseline speed of you sorting faces and the speed of you sorting white faces with positive words and black faces with positive words and the difference in those two time is the severnes of your implicit bias!



Physiological Implications Of Bias



Our brain collects and stores information that's always there, but we don't always use it. Because we get an influx of new information, we're trying to simplify all of that data into something we can understand more easily so our brain "takes mental shortcuts". When we are developing it's important to have systems to categorize things to stay safe so our brain looks for things that are familiar such as people who are the same age, gender, skin tone, or even have the same abilities as us. Mainstream media, pop culture, and our upbringing also influence our biases. Staying in an in-group bubble can create implicit bias.

<https://biasinsideus.si.edu/online-exhibition/static/2e71ab89be7e40dd555c1efe38f8d796/af730/03-060-03-imagetext.jpg.webp>

Being Aware of Bias

Being aware of your implicit bias is important so that we can make conscious decisions when we interact with people. Understanding implicit bias can help you stay mindful of your actions and other people's actions. Implicit bias can have long term impacts in the workplace, healthcare, and legal setting.

Combating Bias

It's important to take a step back and see everyone for their unique individual self separate from the in-group out-group. Take time to pause and think about what you will do or say. Talk to people that you wouldn't usually talk to. Be curious rather than judgemental. :)

Question

How does the Acera School compare nationally when it comes to racial implicit bias?





STATISTICAL RELIANCE

To be able to draw justifiable conclusions I need at least 15 staff members to submit results. if that number is not reached than i cant draw a claim, if that is to happen than i will pivot to reinforcing the national data. But if we get 15+ responses than i will use that data to find the median response and the range of responses.

Also acknowledging the variables that might affect the test including but not limited to :

- Location
- Other persons in the room
- Distractions Volume
- Room size
- Etc.

The investigators at Harvard say “The purpose of this website is to educate about implicit bias. We give feedback on Implicit Association Test (IAT) performance to raise awareness and encourage self-reflection...”

Please understand this information when taking the IAT.

:)



Hypothesis

20–30% of staff will have a bias against people of color and most of the rest will be neutral only a small amount will be against white people. Because I expect that we will have similar results to the Harvard IAT

Results

We got 6 results and due to the cutoff I gave myself I can't draw a claim, but the few results I did get varied widely. This variation could of been due to some of the factors I spoke about earlier, on the statistical relevance page.





*"If you can't fly then run, if you
can't run then walk, if you can't
walk then crawl, but whatever you
do you have to keep moving
forward."*

—Dr Martin Luther King Jr.

02

Data





Challenges

I had to scrap the idea of testing students b/c the test was designed for 18+ people

I was having issues getting data from members of the acera community



Resolution

I decided to just do teachers because it would be better and student would not have to lie about their age. Also i found out that they were trying to open it up for those under 18. (next generation of project)?

Resolution

I decided to just use the Harvard test because it was faster and people were more willing to take it. Originally I had made my own test and used that but people were less willing to do it

Also I think that it is more accurate and that's more important.

Thank you



Thanks to all the staff that took the test
and gave thare results to me in room six or
put it in the manila folder