

*Race Matters
for Juvenile Justice*



Implicit Bias I

Presenters

Date



Overview

1. Who We are and How We Came to this Work
2. Brain Science
3. Heuristics/Mental Shortcuts
4. Explicit Bias
5. Implicit Bias
6. Race Matters for Juvenile Justice

Introductions/How we Came to this Work



The Cash Register Story

A businessman had just turned off the lights in the store when a man appeared and demanded money. The owner opened a cash register. The contents of the cash register were scooped up and the man sped away. A member of the police force was notified promptly.



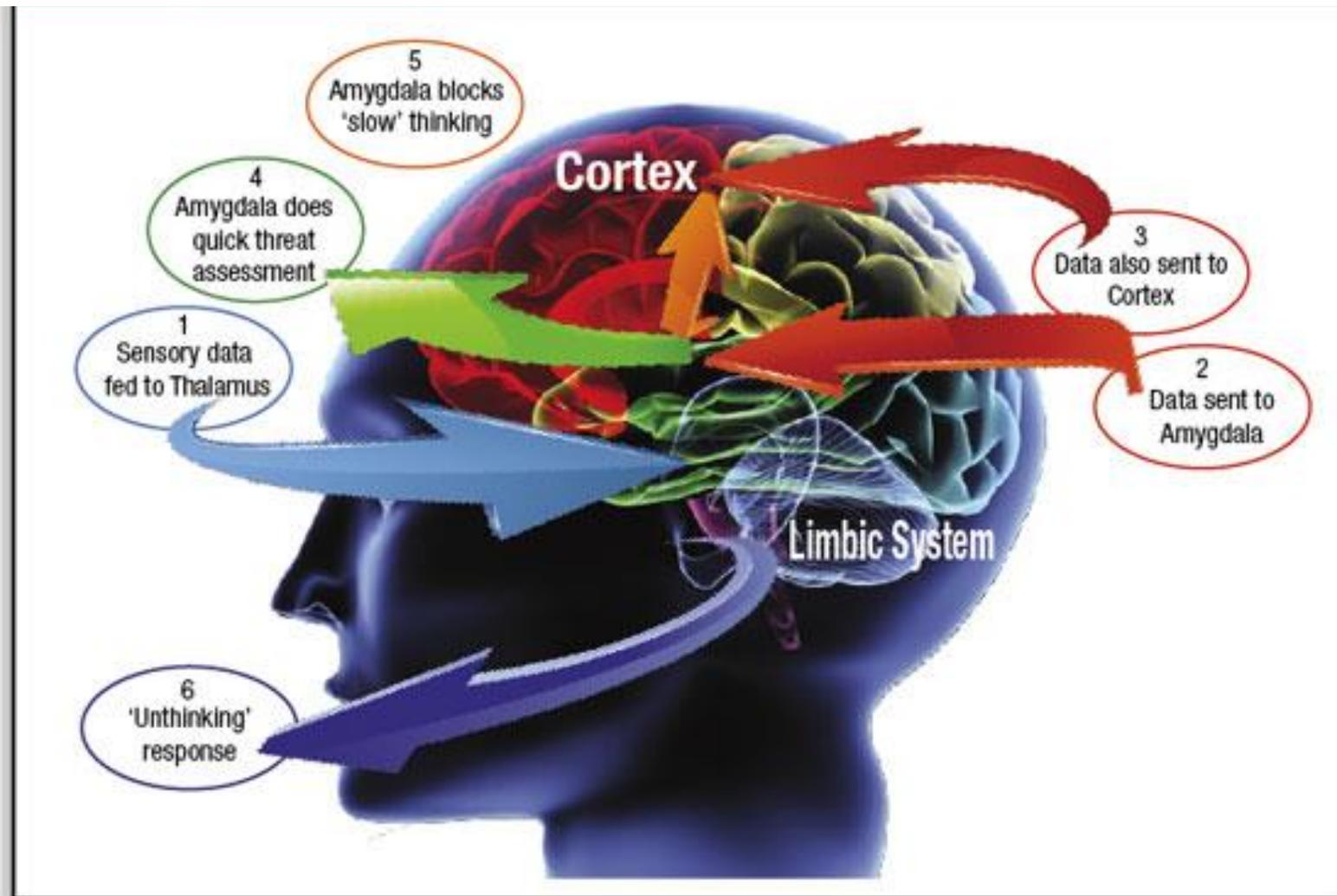


Brain Science

Amygdala/ae
and their
purpose/role



Amygdala/ae and Automatic Processing





OH MY! - Amygdalae!

Heuristics:

Mental shortcuts that allow individuals to solve problems and make decisions and judgments quickly and efficiently.



Subconscious processing:
20 million bits/second

Conscious processing:
40 bits/second

Approximately .01% of all brain activity is experienced consciously



Please read the following...

**I adda a qwer zcada eqai adfjk, fdaklad
qeeqmoxn pwiq te nveh majdury. U dogn fo
usni rep soz cocley. Zorg noyb goo?**



Now, try reading this...

**I cunnoat blveiee I aulacly uesdnatnrd waht I
am rdanieg. Aoccdrnig to rscheearch at
Cmabrigde Uinervtisy, it deosn't mttar inwaht
oredr the ltteers in a wrod are, the olny
iprmoatnt tihng is taht the frist and lsat ltteer
be in the rghit pclae. The rset can be a taotl
msee and you can sitll raed it wouthit a
porbelm. Tihs is bcuseae the huamn mnid deos
not raed ervey lteter by istlef, but the wrod as
a wlohe.**

Read the **Word**:

BLUE BLACK GREEN

YELLOW RED BLUE

RED BLACK GREEN

Say the **Color** of the Word:

BLACK BLACK GREEN

YELLOW BLUE RED

RED SHARK! BLUE

Types of Heuristics

- Confirmation
- Availability
- Representativeness
- Categorizing and Generalizing
- Anchoring
- “Just World”



<http://psychology.about.com/od/hindex/g/heuristic.htm>

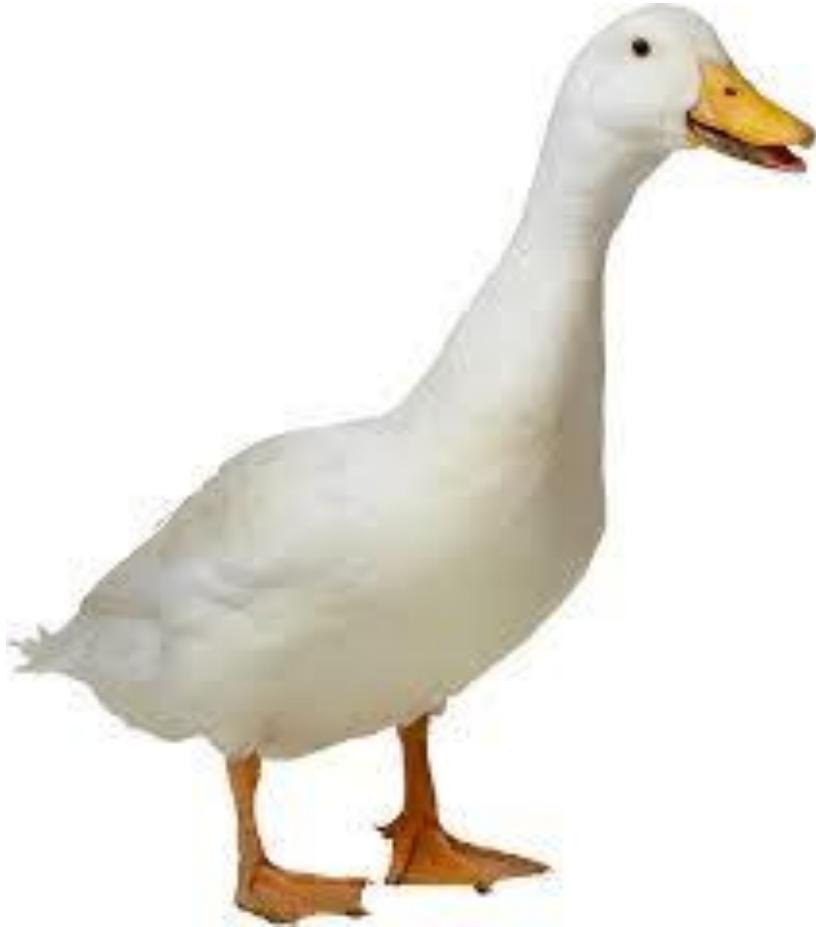
Confirmation



Availability



Representativeness



Categorizing & Generalizing



Anchoring

867-
5309



“Just World”





The Monkey Business Illusion

http://youtu.be/IGQmdoK_ZfY

B: Biases

R: Really

A: Are

I: Inherently

N: Normal



Explicit Bias

The Kirwan Institute (2014) suggests that explicit biases are the attitudes or beliefs that one endorses at a conscious level; they can be either positive or negative.

Because they are accessible through introspection, individuals can choose to conceal or hide explicit biases in order to appear more socially/politically correct.

<http://kirwaninstitute.osu.edu/wp-content/uploads/2014/03/2014-implicit-bias.pdf>



Implicit Bias

In contrast to explicit bias, Kirwan's 2017 State of Science: Implicit Bias report suggests that implicit biases are:

the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible



Key Characteristics of Implicit Bias

- ❖ Unconscious and automatic
- ❖ Pervasive
- ❖ Do not always align with explicit beliefs
- ❖ Have real-world effects on behavior
- ❖ Are malleable



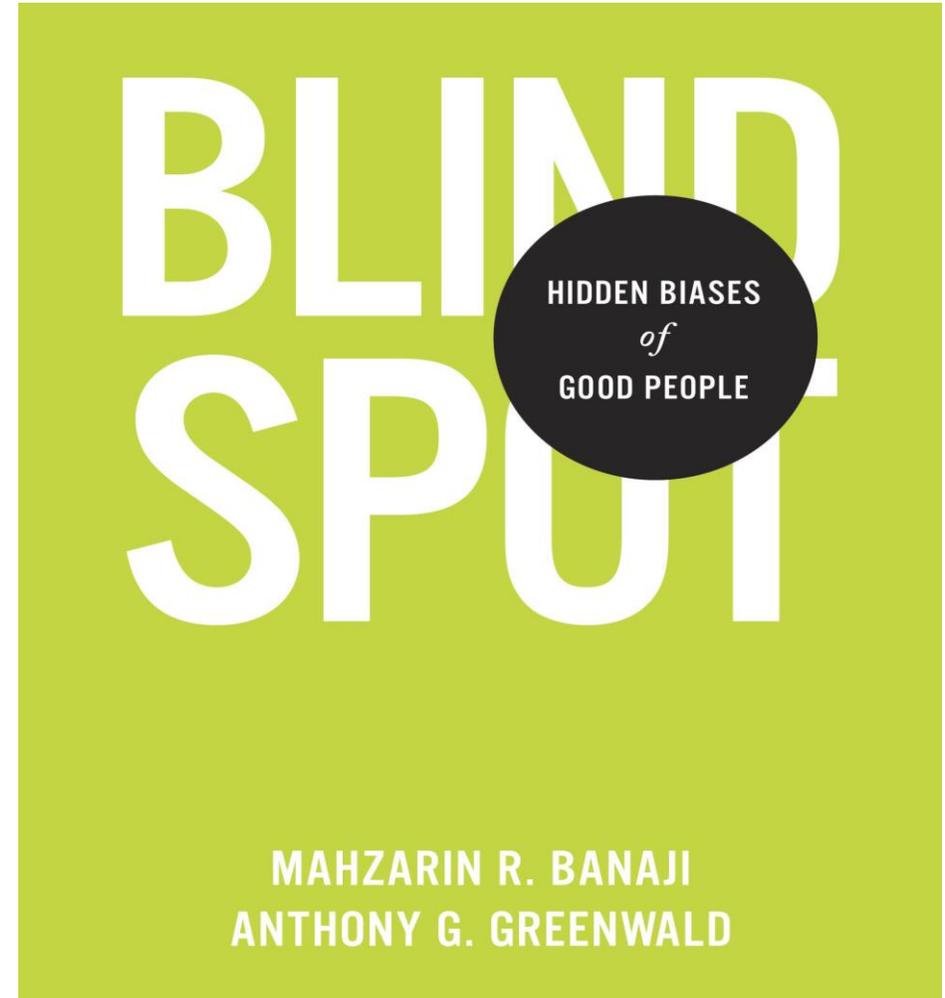
Bicycle Thief

<http://youtu.be/ge7i60GuNRg>

Measuring Bias - Individual Level

People may have attitudes they are *unwilling* to self-report; and people may have attitudes they are *unable* to self-report.

implicit.harvard.edu
Projectimplicit.org



IAT Knee-Tapping Instructions

Simulate computer keys with left and right knees

Respond by tapping lightly with right and left hands

Circle of words (names or valence words), go clockwise direction from starting point, and go around entire circle of words once

Do this as quickly and accurately as you can

If you get it wrong, tap the correct knee before moving to the next word

IAT Name Categories

BLACK

Ebony
Marquis
Precious
Jada
Malik
Jazmin
Tyrone
Lakisha
Jamal

WHITE

Maxwell
Heather
Jake
Molly
Holly
Luke
Allison
Hunter
Hannah

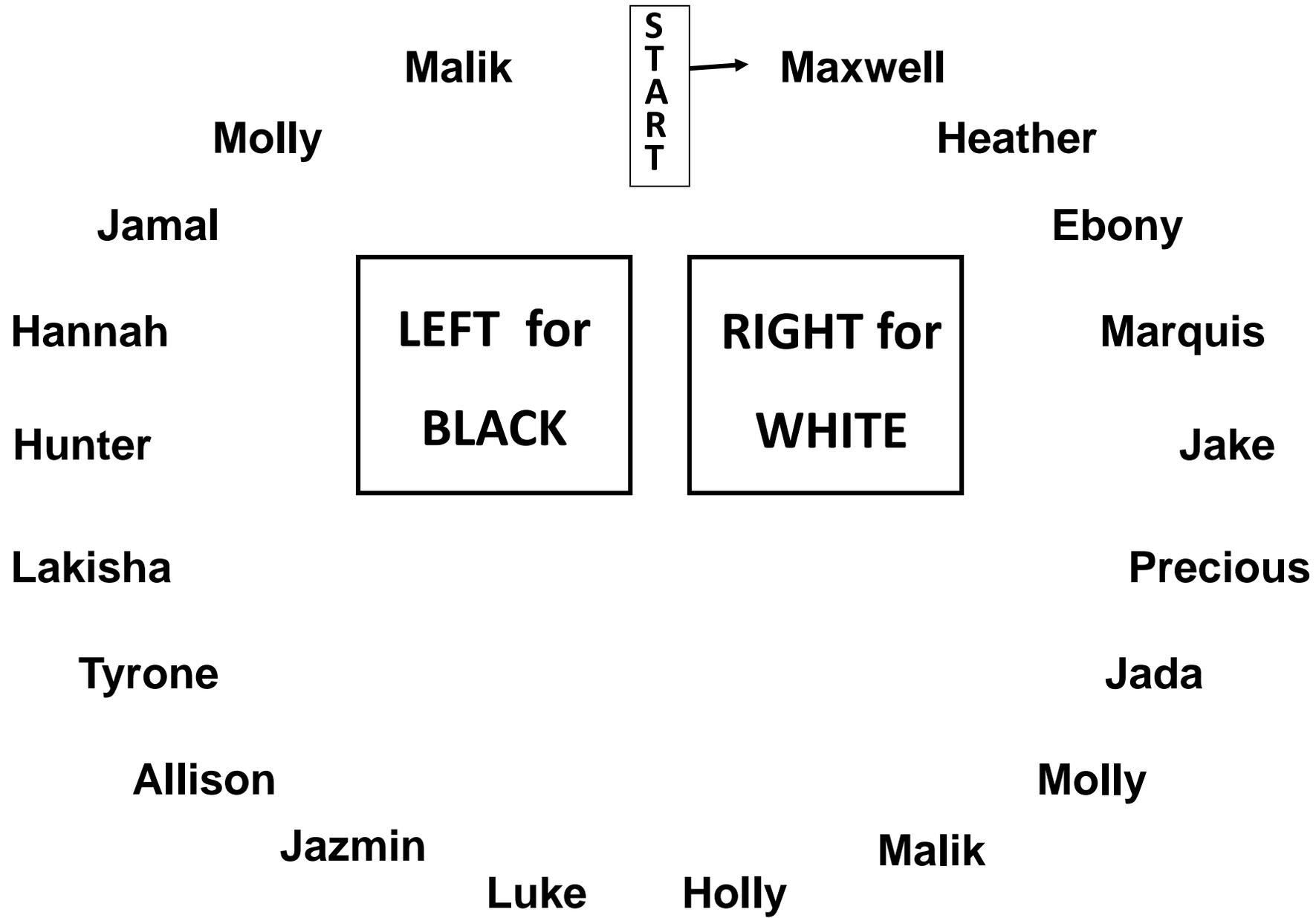
IAT Word Categories

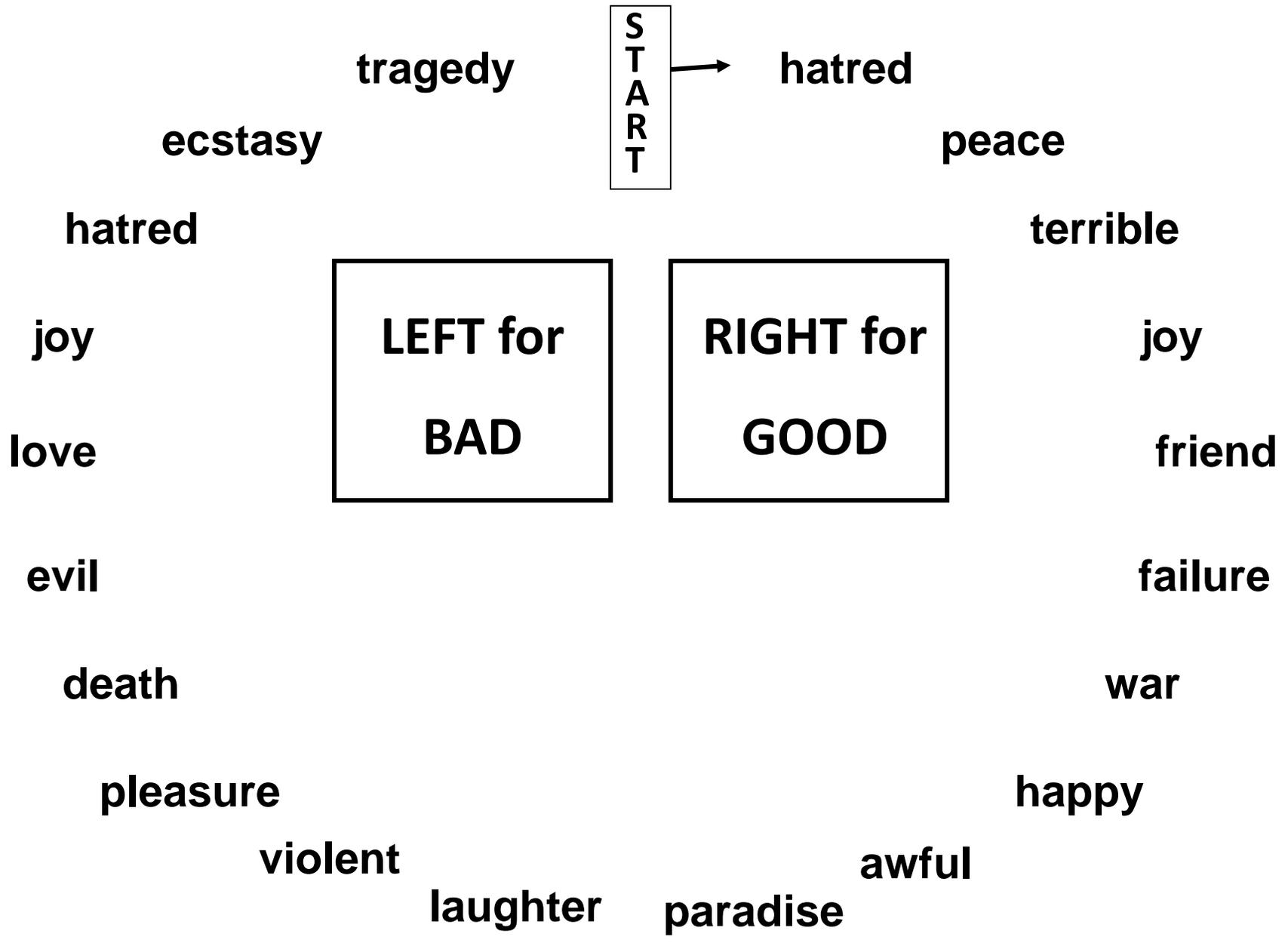
GOOD

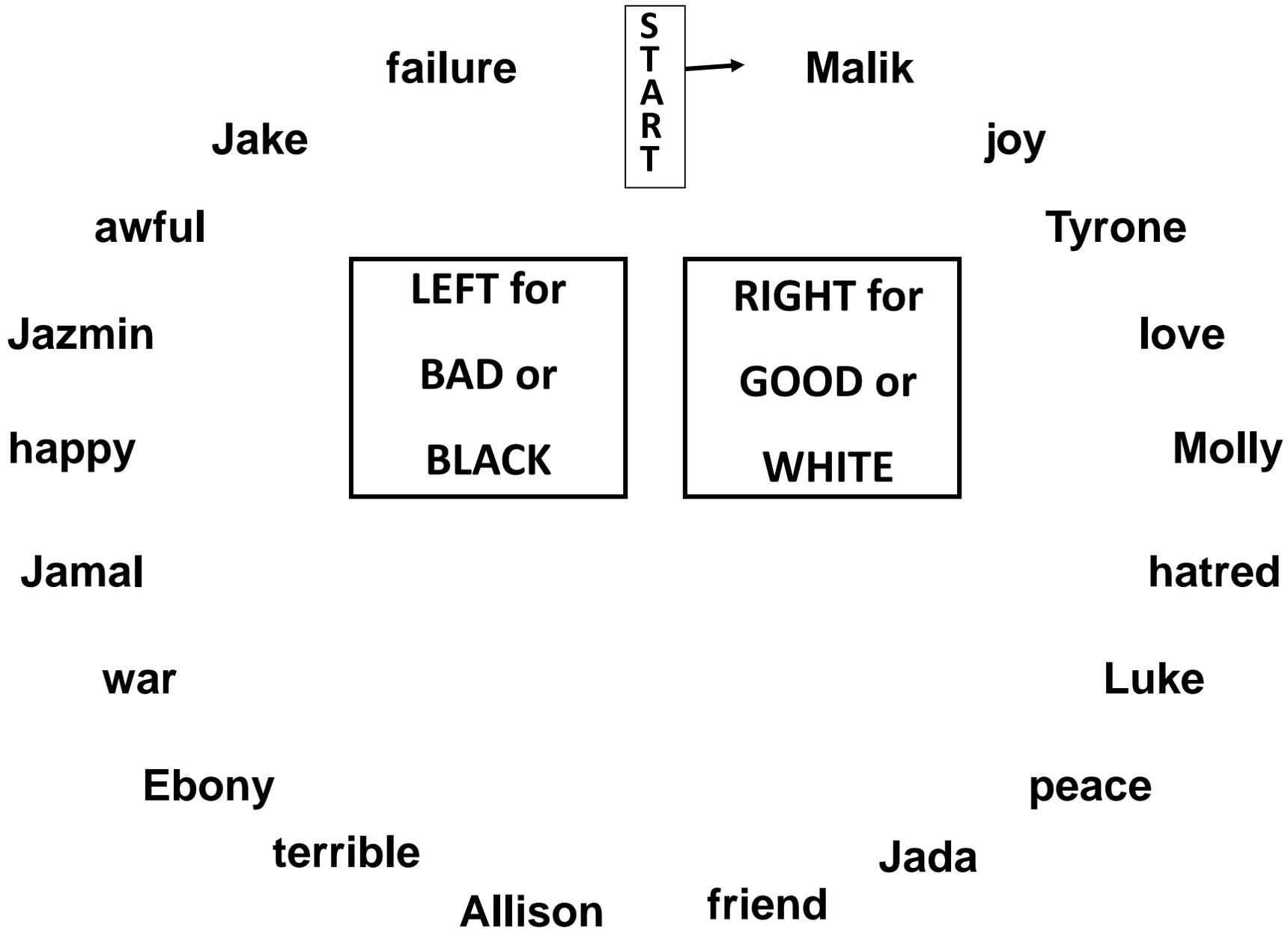
joy
laughter
peace
happy
friend
paradise
love
pleasure
ecstasy

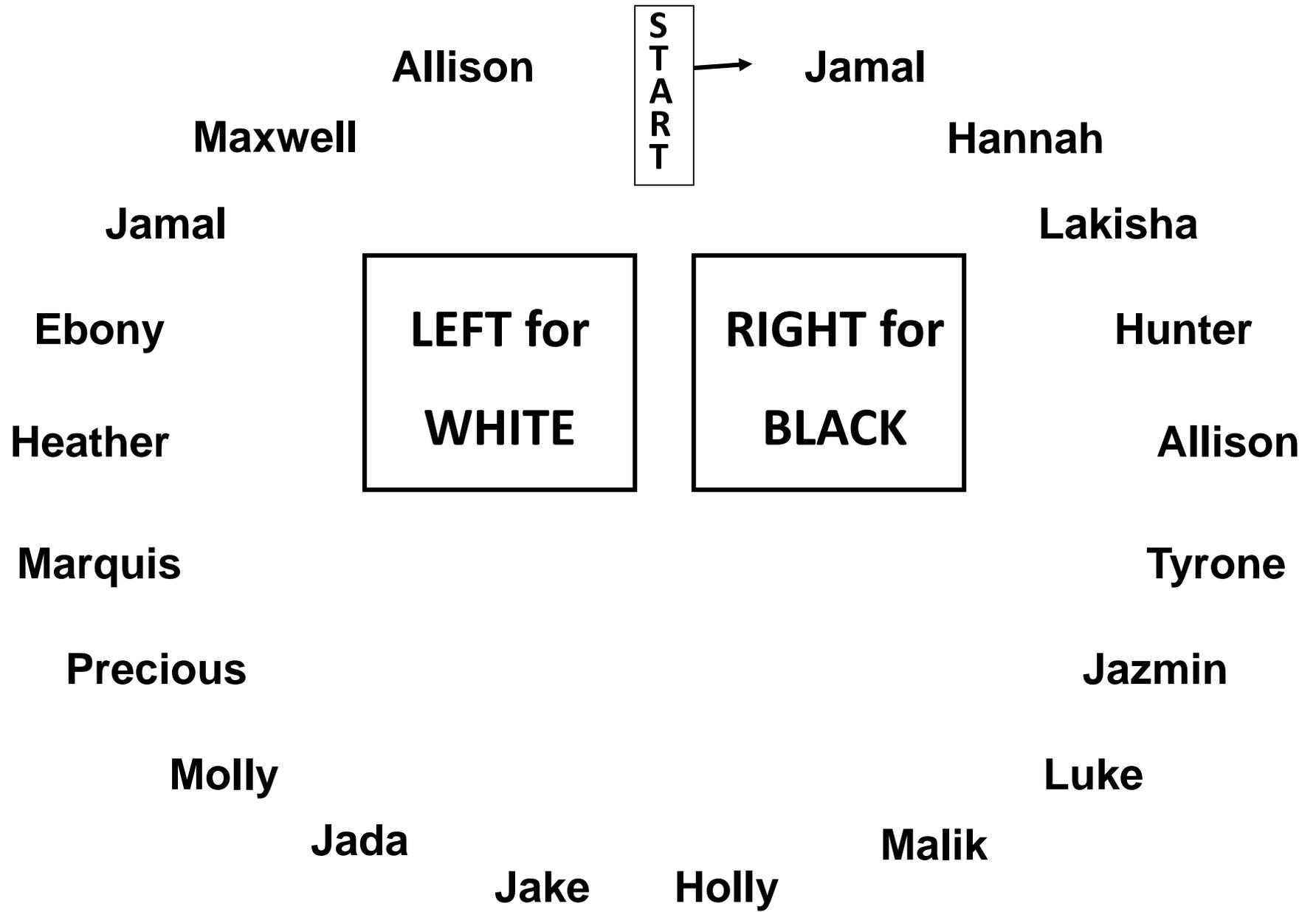
BAD

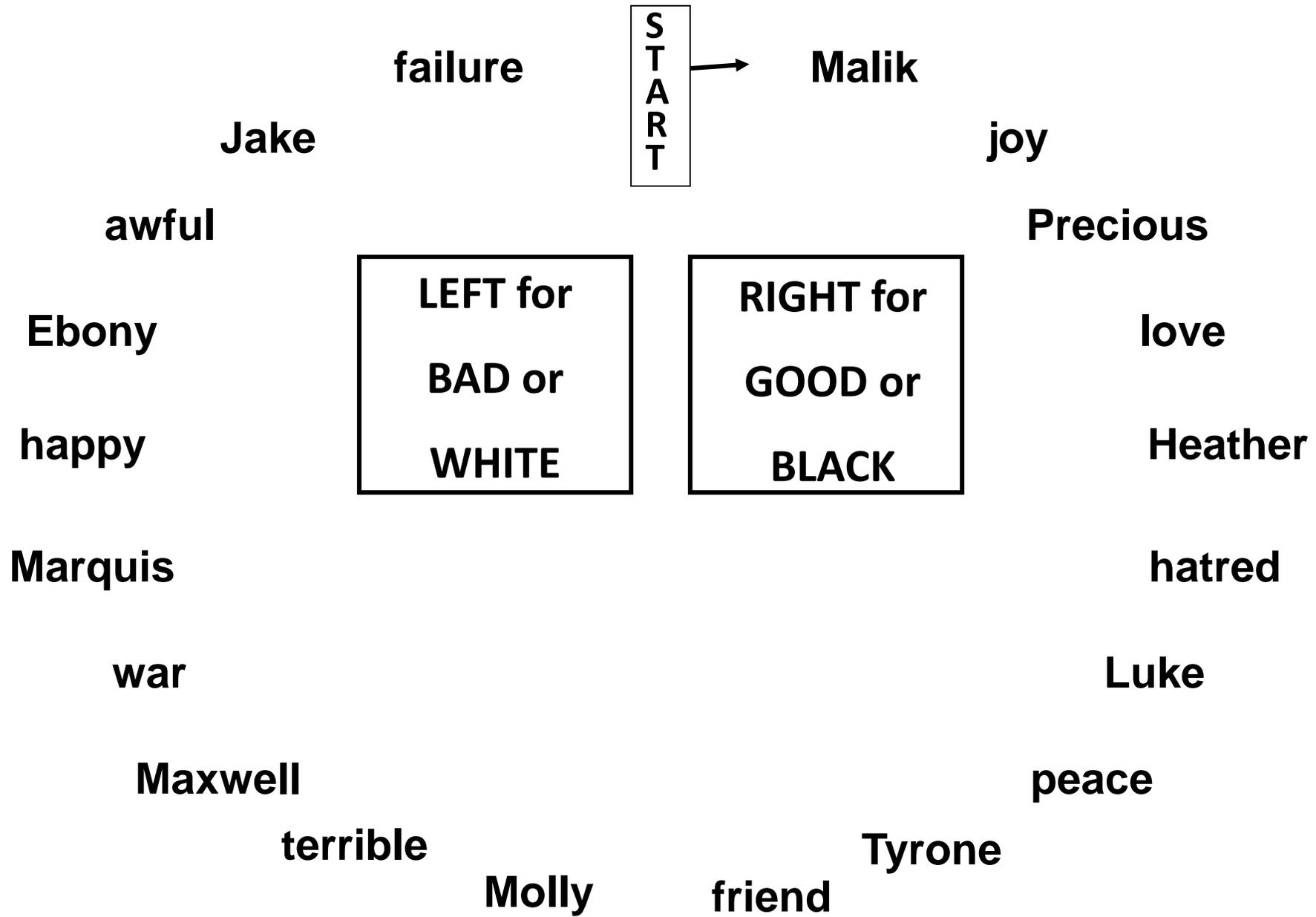
hatred
terrible
war
awful
failure
violent
death
evil
tragedy



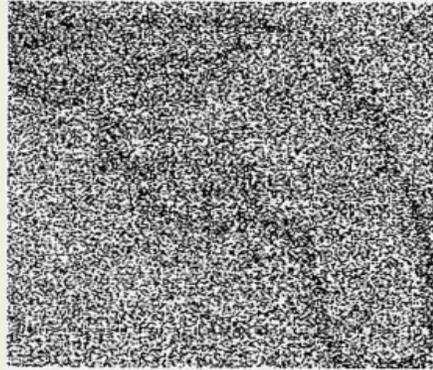








Jennifer Eberhardt's Research



Frame 1



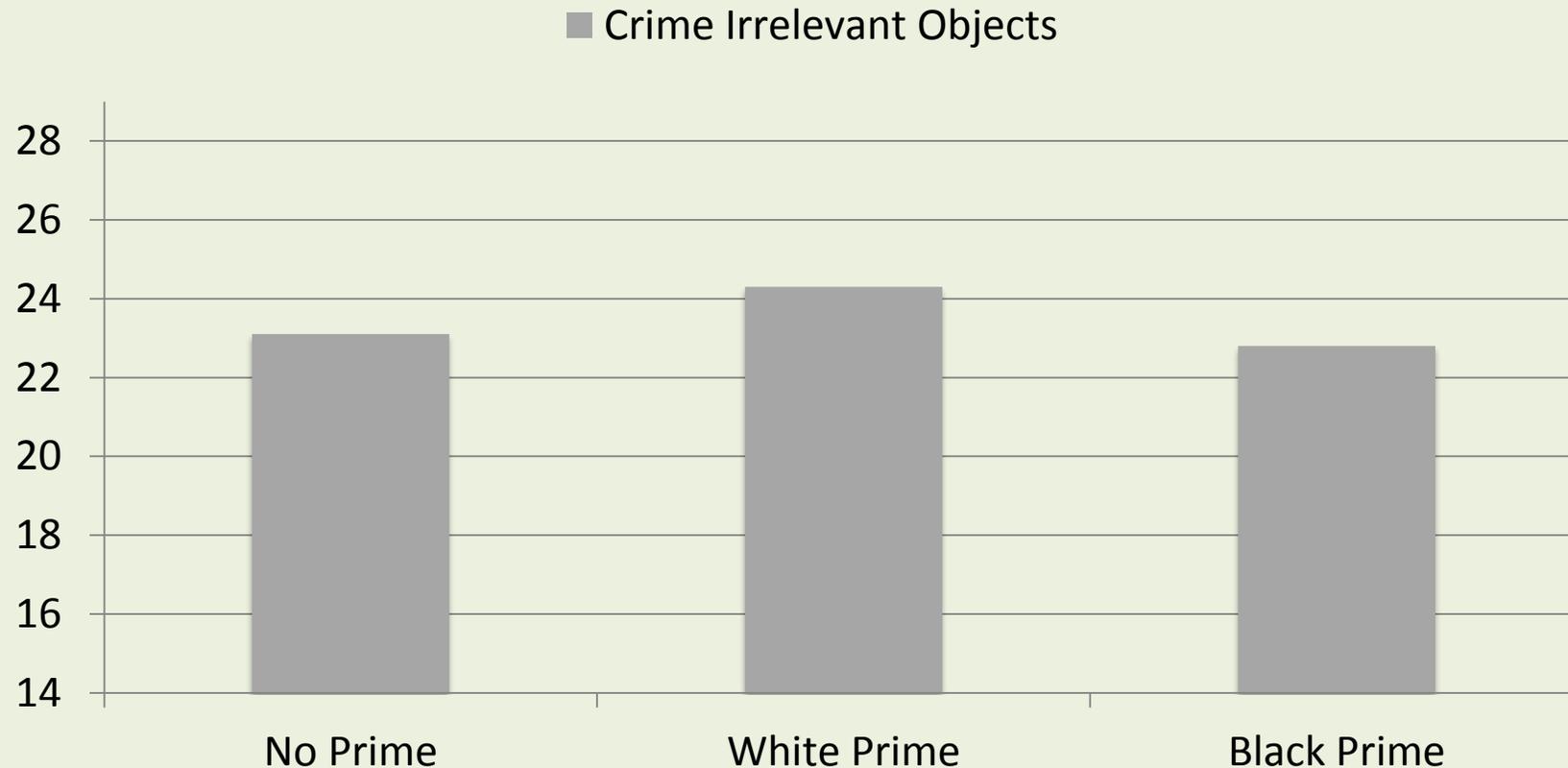
Frame 20



Frame 41

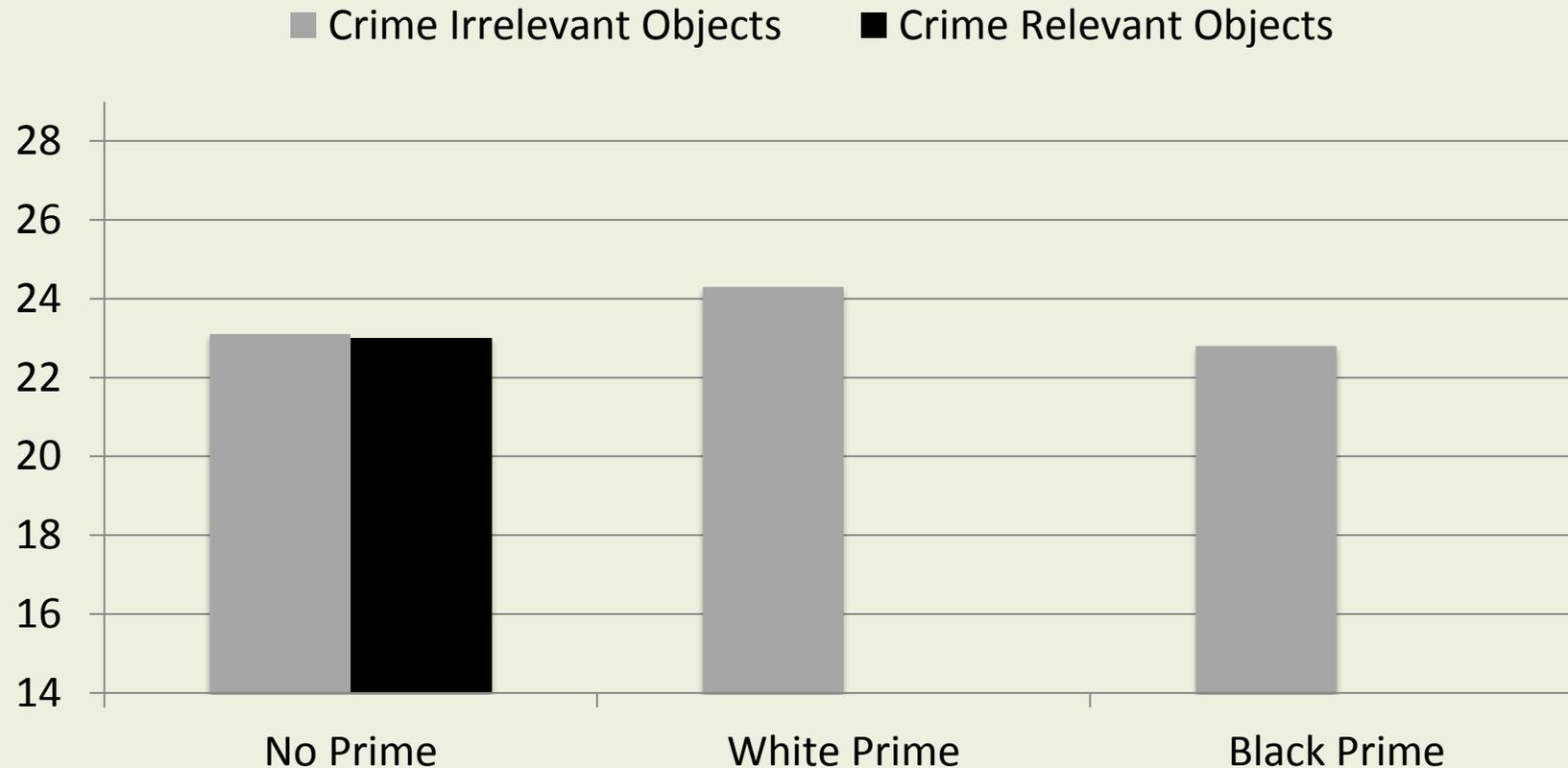
<http://web.stanford.edu/~eberhard/index.html>

Jennifer Eberhardt's Research



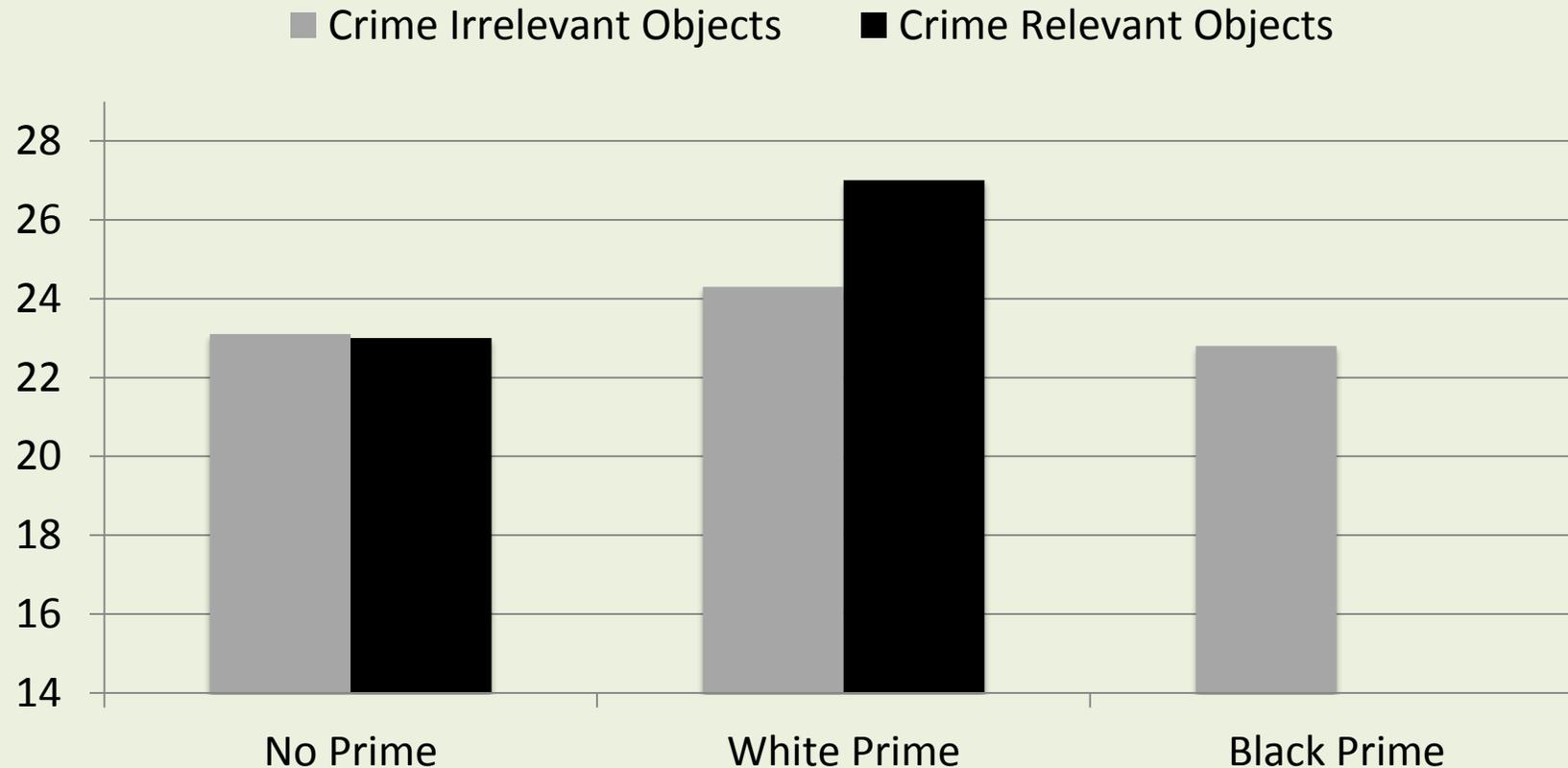
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Jennifer Eberhardt's Research



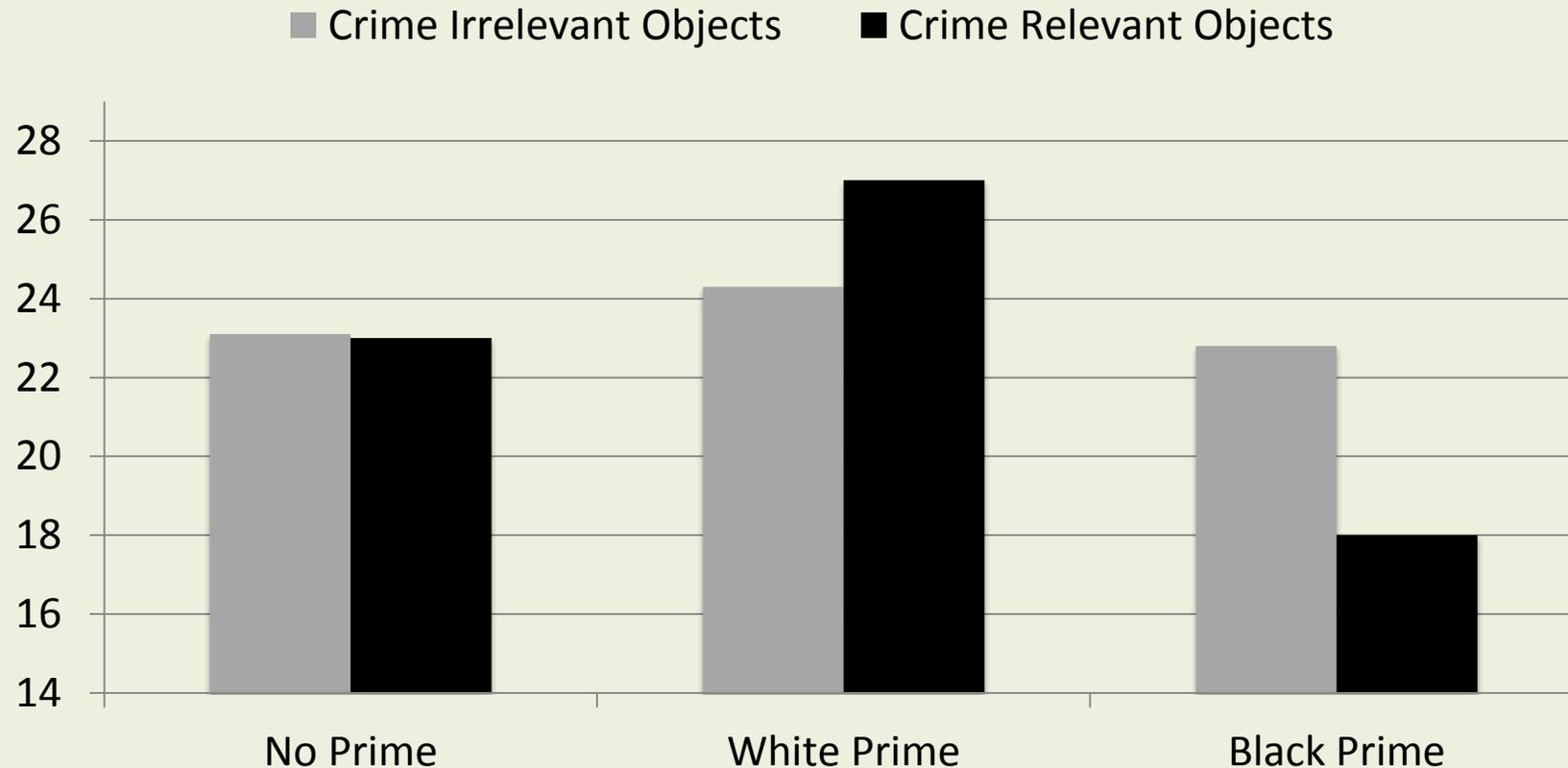
<http://web.stanford.edu/~eberhard/index.html>

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What's the Impact of Implicit Bias on Systems?

STATE OF THE SCIENCE

Implicit Bias Review

Race and Ethnicity:

Views from Inside the Unconscious Mind

FEATURING:



RESEARCH BEYOND THE
BLACK/WHITE BINARY



SCHOLARSHIP RELATED
TO CHILDREN



IMPLICIT BIAS
MITIGATION STRATEGIES

INCLUDING
LINKS TO
ADDITIONAL
BIAS-RELATED
ARTICLES AND
DOWNLOADABLE
RESOURCES



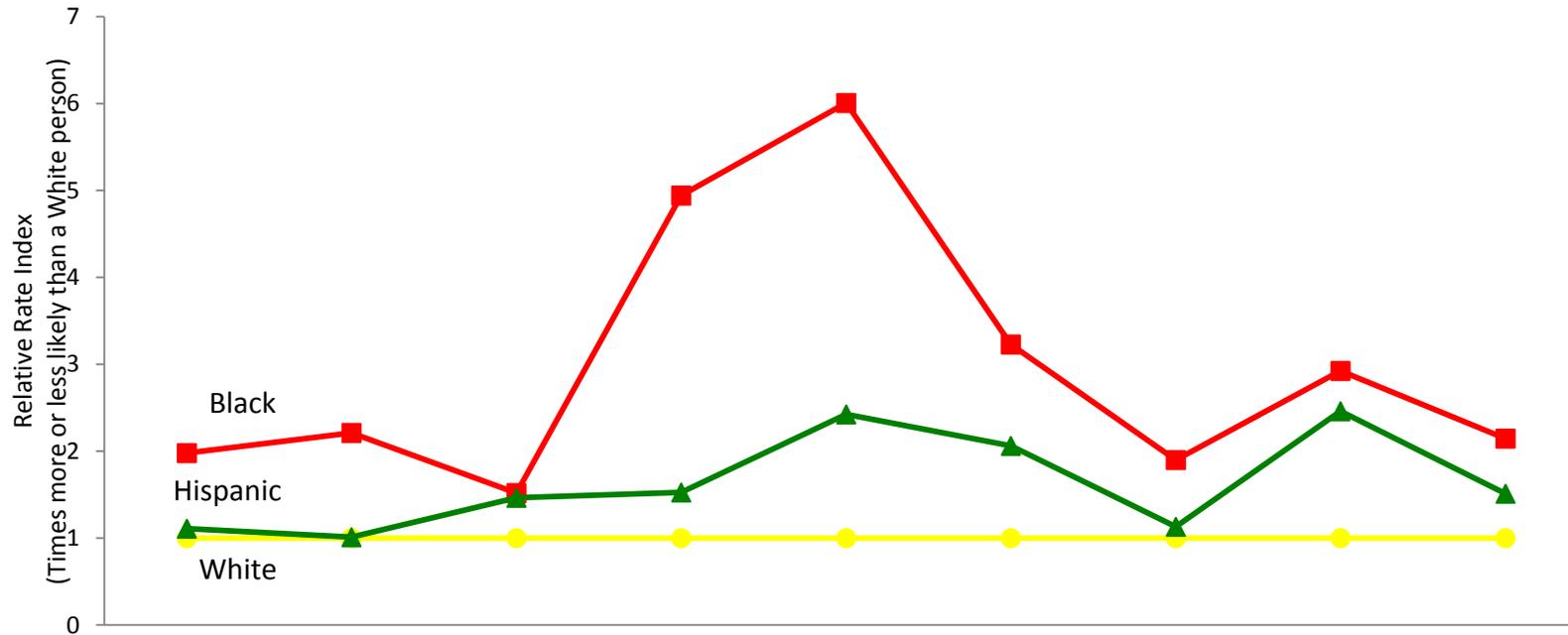
THE OHIO STATE UNIVERSITY

KIRWAN INSTITUTE FOR THE
STUDY OF RACE AND ETHNICITY

Real-World Significant Impacts:

- Education
- Employment
- Health
- Housing
- Courts/Criminal Justice

Measuring Bias – Systemic Level



What Can Be Done?



Race Matters
for Juvenile Justice



The **Mission** of Race Matters for Juvenile Justice is to build a collaboration of community stakeholders who will bring their constituencies to the table and partner in the Court's effort to reduce disproportionality and disparities.

Our **Vision** is a Charlotte-Mecklenburg Community where the composition and outcomes of juvenile courts cannot be predicted by race or ethnicity.

The RMJJ Collaborative

National & Community Partners

National Council of Juvenile &
Family Court Judges
Casey Family Programs
N.C. Administrative Office of the
Courts Court Improvement Project
N.C. Division of Juvenile Justice
Racial Equity Institute
Mecklenburg County District
Attorney's Office
Juvenile Court Judges of the 26th
Judicial District & Office of the
Family Court Administrator
Mecklenburg County Department of
Social Services & Youth and Family
Services

Charlotte-Mecklenburg Police
Department
Charlotte-Mecklenburg Schools
Judicial District 26 Guardian ad Litem
Charlotte-Mecklenburg Community
Relations Committee
Justice Initiatives, Inc.
Council for Children's Rights
The University of NC Charlotte
Community Building Initiative
ForeSight Leadership Training Institute
The Possibility Project–Charlotte
Mecklenburg Ministries - MeckMin

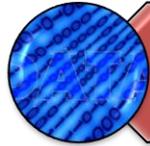
Current RMJJ Initiatives



Public Will & Communication



Workforce Development



Research, Evaluation, & Data-based Decisions



Practice Change



Youth, Parent, & Community Partnerships



Legislation, Policy Change, & Finance Reform

Questions?

