



2021

# Policy Forum

## Plenary II: Everyday Bias - Identifying and Disrupting Implicit Bias in our Daily Lives and Work

Tuesday, February 23, 2021

1:30 - 3:00 PM ET

Implicit bias is a concept based on a body of cognitive and neural research. It identifies ways in which unconscious patterns affect an individuals' actions and how they engage with others. Thoughts and feelings are implicit when we are unaware of them. A bias is preference for (or aversion to) a person, group, idea, or issue. So, understanding what implicit bias is and how it impacts our decisions is key to fostering more inclusive workplaces, practices, and leadership and deeper understanding of ourselves.

Using examples and research, participants will take away:

- Clear definition of implicit bias;
- Introduction to practical tools for suspending and disrupting bias and judgement in everyday cross-culture interactions; and
- Empower participants to be active upstanders and bystanders. By refusing to be passive observers, active bystanders/upstanders help create a more inclusive workplace and communities.
- A better understanding of how implicit bias in child support work can impact outcomes on a case.

Speakers: Roberta Mayers, Janet Sullivan, Jeremy Tribblett