



Appendix - A

Understanding Modern Bias



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Figure A-1 - Scale of Bias

- Hatred
- Overt racism and sexism
- Dislike
- Discomfort
- High Stereotypes
- Negative feelings
- Everything in-between
- Positive self group bias
- Low stereotype
- Subconscious bias
- No bias

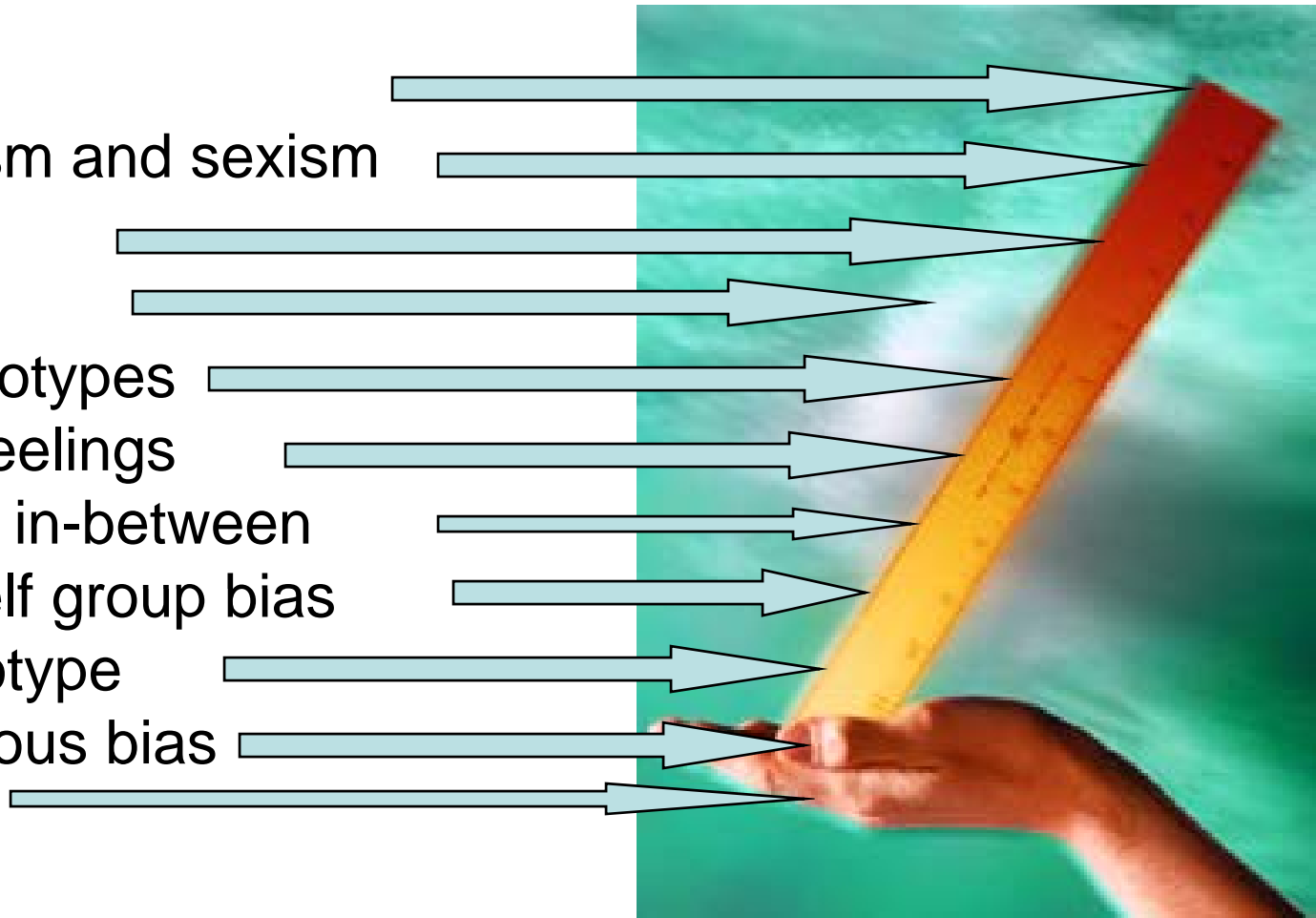


Figure A-2

Racist/Sexist/Ageist

Current legal theory is still shaped by how the average person thinks of bias or racism, which is an overt belief in racist or sexist stereotypes and ideals



Figure A-3 - Implicit Bias

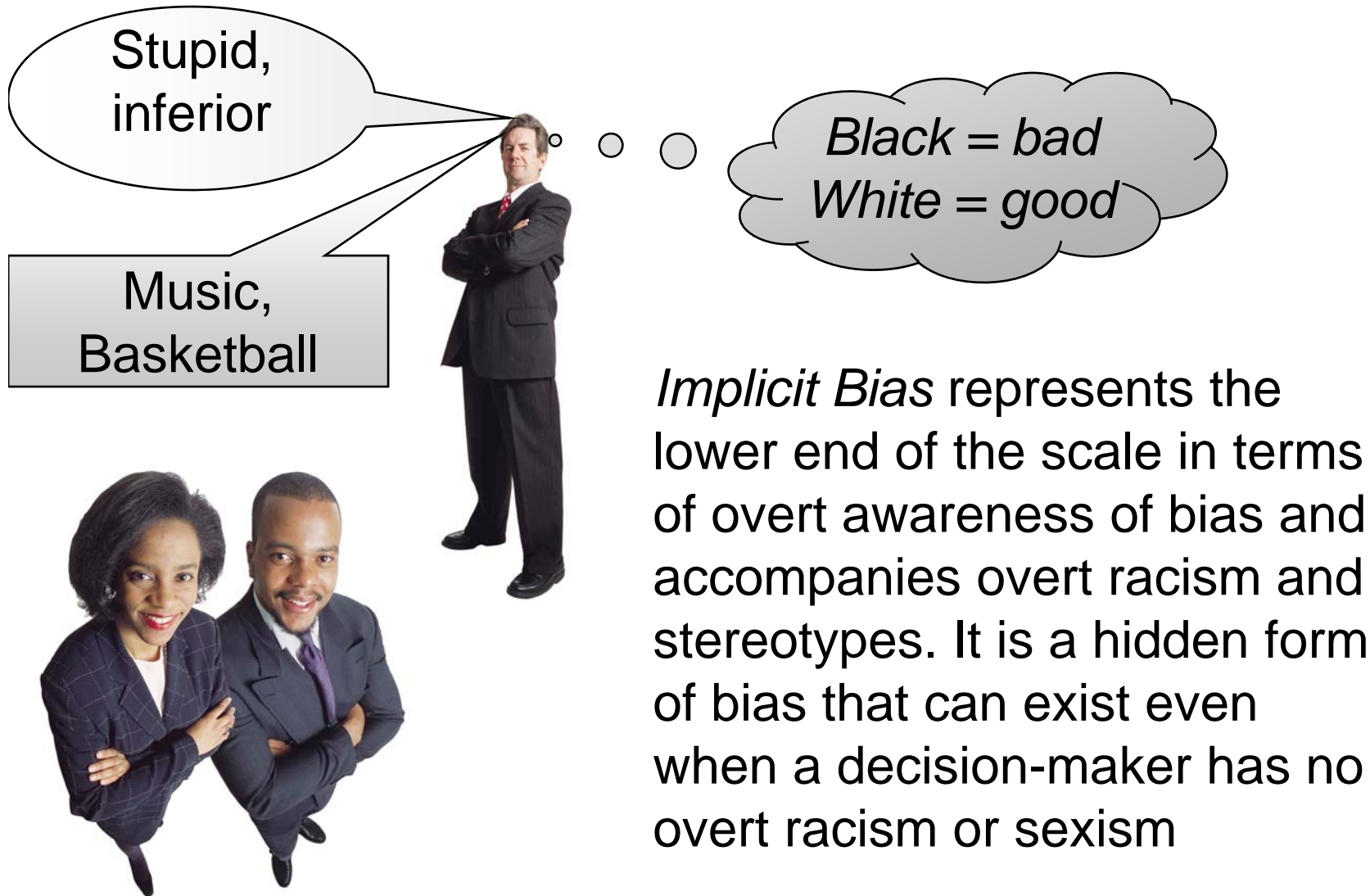


Figure A-4 - Negative Bias + Positive Bias

female=weak

“Do I hold you to a higher standard?”

“Do I underestimate your ability?”



male=strong

“Do I overemphasize your ability?”

“Do I hold you to a lower standard?”



Figure A- 5
Positive Implicit Bias Does Not
Always Favor Your Own Group

female=weak

“Do I hold you to a higher standard?”

“Do I underestimate your ability?”



male=strong

“Do I overemphasize your ability?”

“Do I hold you to a lower standard?”



Figure A - 6 - Bias can be triggered

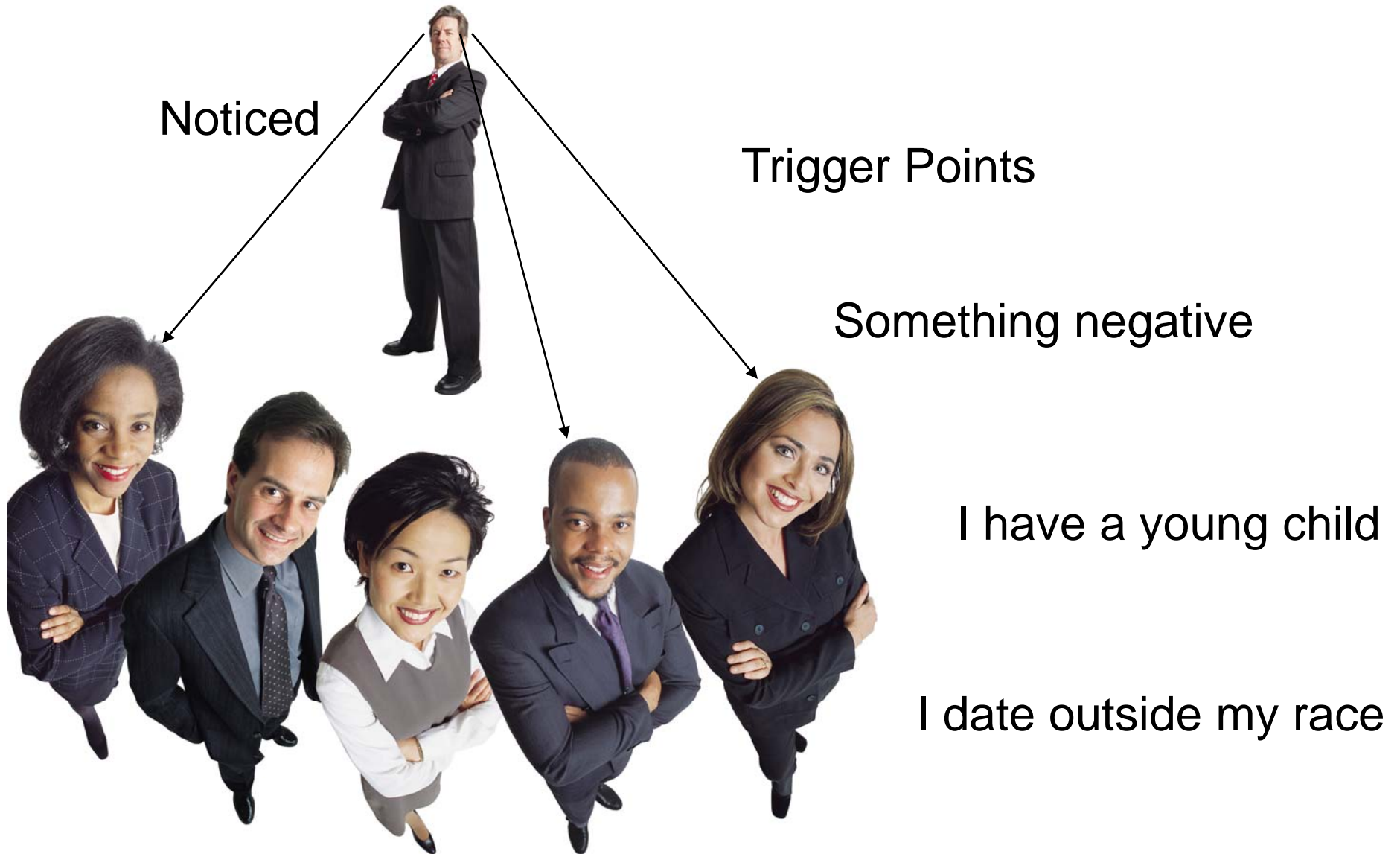


Figure A - 7 - Any Chain of Decision-Makers Is At Risk



Figure A - 8 - Any Chain of Decisions

“Do I hold you to a higher standard?”

“Do I overemphasize your error?”

“Do I underestimate your ability?”



“In” -

Hiring

Discipline

Observations

Opinions

Promotions

Termination

Recommendations

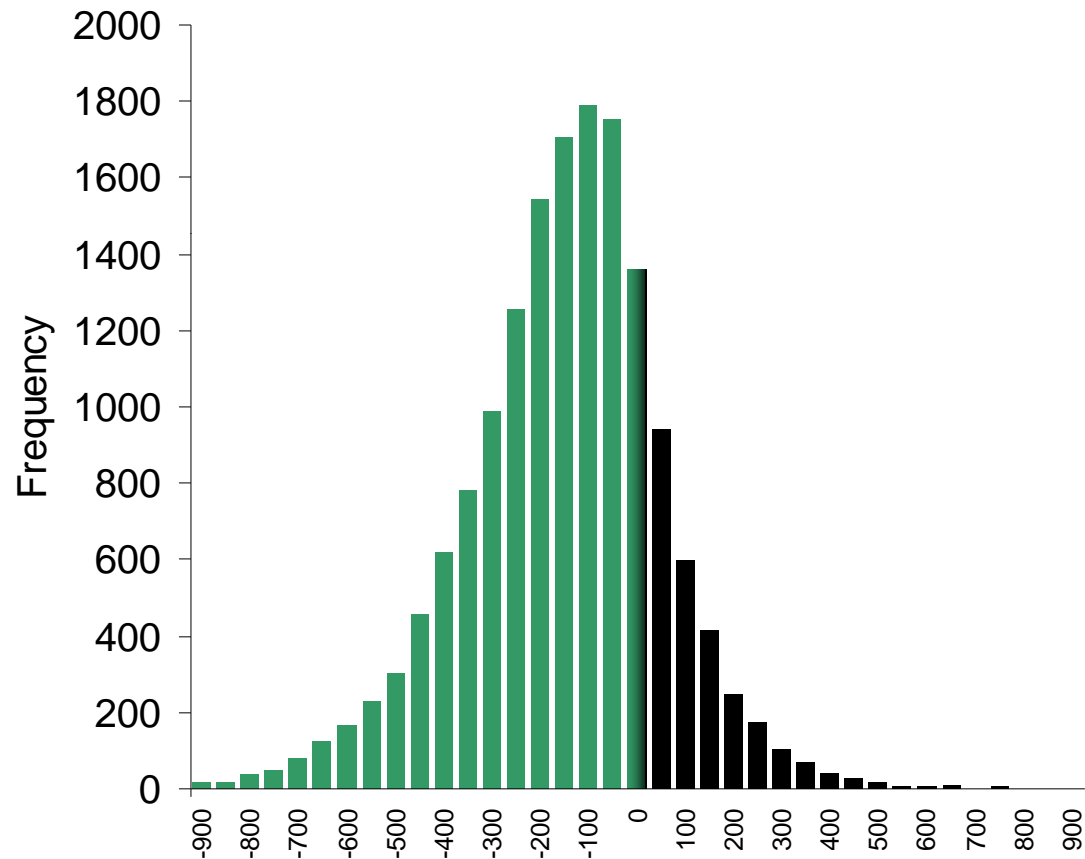
2nd Chances

Opportunities

Expectations

The law usually focuses on *one* primary adverse decision. Most of the time that decision is affected by hundreds of others that are are influenced by bias, but are ignored

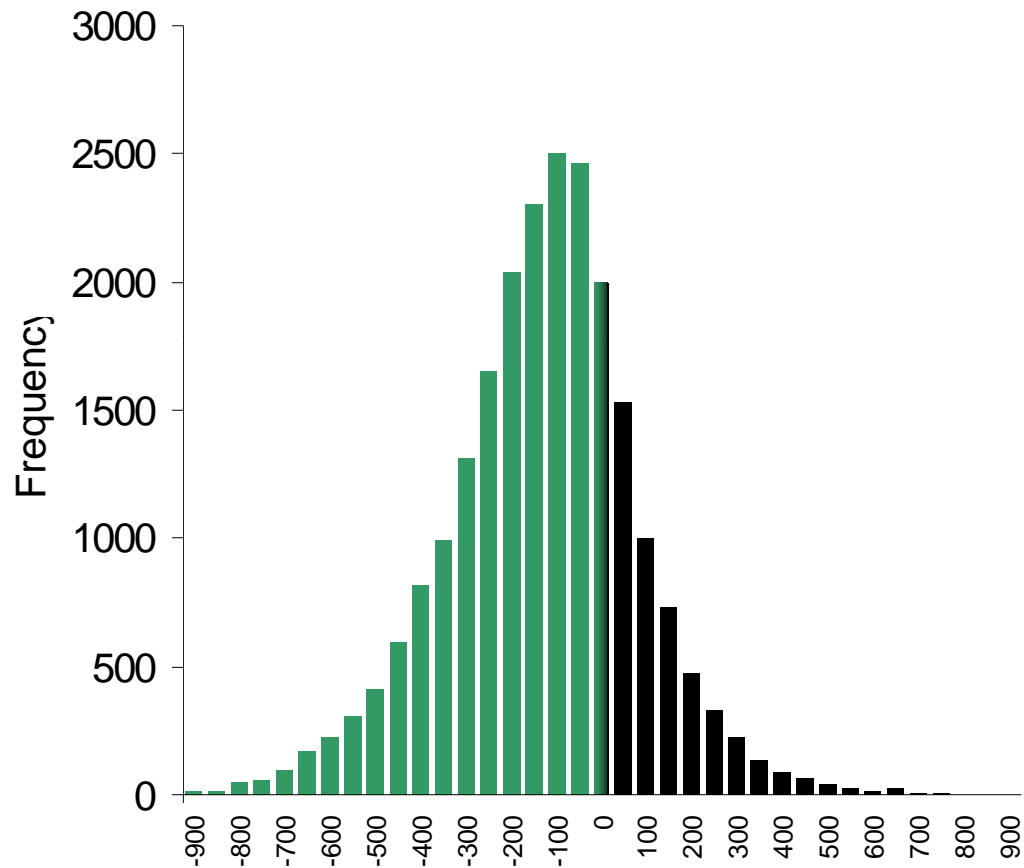
Race IAT – White Subjects



White Ss: 75% pro-white, 16% pro-black

FIGURE A-9

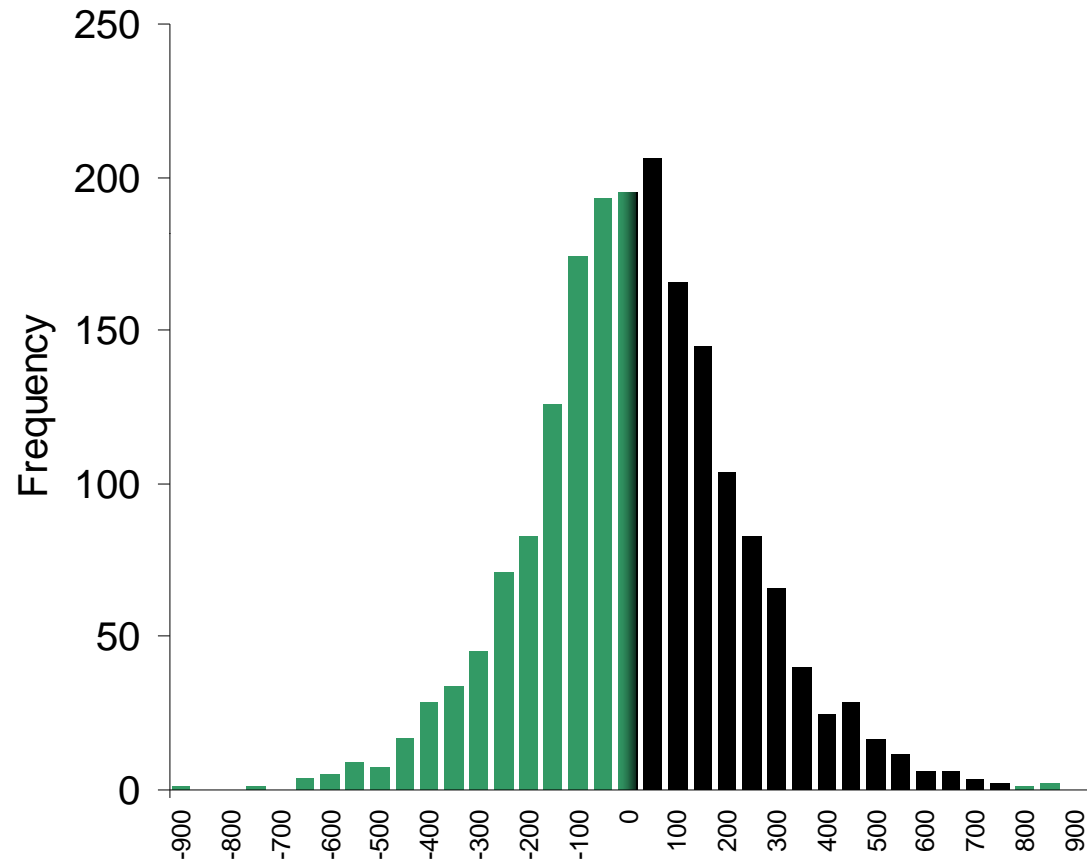
Race IAT - Overall



Overall: 70% pro-White, 21% Pro-black

FIGURE A-10

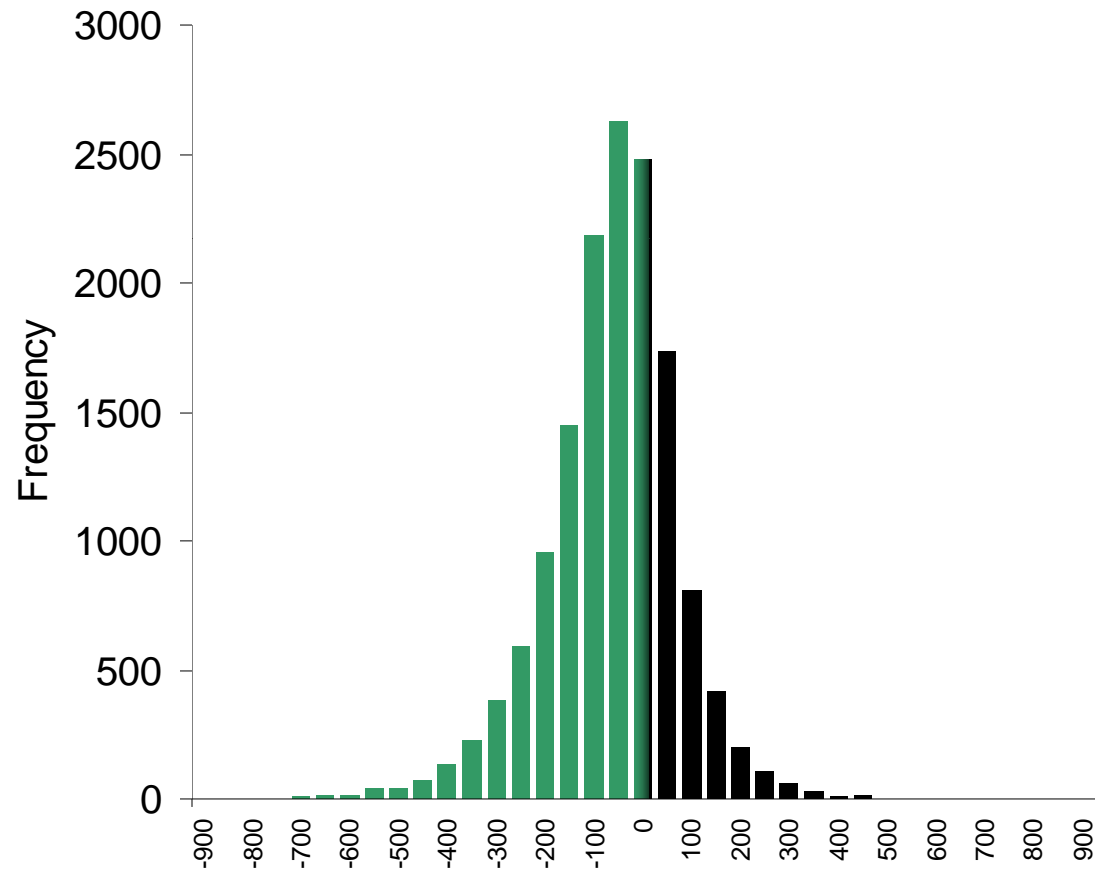
Race IAT – Black Subjects



Black Ss: 42% pro-white, 48% pro-black

FIGURE A-11

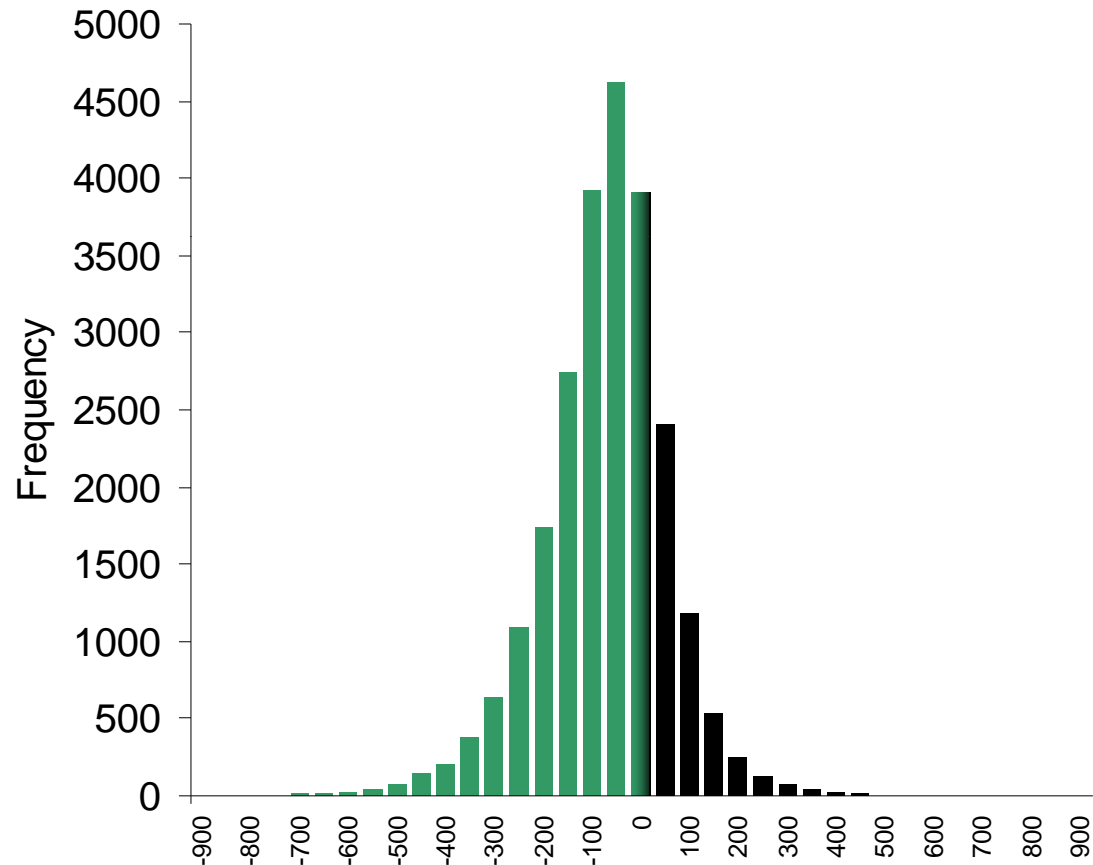
Gender+Career IAT – Male Subjects



Male Ss: 60% female+family, 23% female+career

FIGURE A-12

Gender+Career IAT – Female Subjects



Female Ss: 65% female+family, 19% female+career

FIGURE A-13