

Unconscious bias

...

Does it really matter?

<https://doi.org/10.6084/m9.figshare.14479875>

This may challenge you

Feeling uncomfortable is part of change. This presentation allows you an opportunity to change but doesn't shy away from "uncomfortable truths".

Ruby Bridges was 6 in 1960 when she went to a previously white school.

https://twitter.com/Kate_Kelly_Esq/status/1273940873663909894



Kate Kelly
@Kate_Kelly_Esq

Never forget when Ruby Bridges integrated her elementary school a white woman held up a black baby doll in a coffin & another white woman threatened to poison her.

The entire school year Ruby was only allowed to eat food that she brought from home, for her own safety.

[Traducir Tweet](#)



9:29 p. m. · 19 jun. 2020 · Twitter for iPhone

Was that conscious or unconscious bias?

Do you think it mattered to Ruby?

Do you think it mattered to Tamir Rice?

Tamir Rice was 12 years old when he was killed by a policeman while holding a replica gun. He did not make any verbal threats nor point the gun towards the officers.



Do you think it mattered to Abdelamine? And others?

In January 2015, Abdelamine Benchik, a 19-year-old of Moroccan heritage, had his left leg amputated after a police car hit him [Belgium] Responding to the incident, Police officers published on Facebook statements such as ‘What is he complaining about?’ ‘In his country, they would have cut his hands,’ and ‘He will run slower next time.’

<https://www.brusselstimes.com/opinion/106285/state-brutality-against-moroccan-youth-in-brussels-and-the-urgency-for-police-accountability/>

Stories of police provocation are not rare. Indeed, they are part of regular street chatter in certain neighbourhoods in Brussels, especially Anneessens, Molenbeek-Saint-Jean, Anderlecht, Marollen, and Schaerbeek where controls are disproportionately conducted on youth of Moroccan heritage. For too many of them, fear of controls has become a reality of daily life, something you will hope to avoid.

On April 10, 2020, a 19-year-old young man of Moroccan heritage, Adil, died while attempting to evade a police control at Place du Conseil in Anderlecht.

After leaving the Place by scooter, Adil was involved in a crash with a second police vehicle called to assist in the hunt for the young man. The young man died immediately.

This incident comes less than a year after the death of 17-year-old Mehdi Bouda, who was killed on August 20, 2019 by the police in Brussels. The young boy also of Moroccan heritage was trying to evade a police control and was hit by a police car and died.

A few months earlier, another youth was hit by the police while he was on his motorbike in Molenbeek-Saint-Jean on May 10, 2019, resulting in his hospitalisation.

In 2018, a two-year-old Iraqi-Kurdish child was killed by the police in Mons on the night of 16-17 May. The child was in a car driven by Iraqi nationals and was hit by a bullet shot by the police who were pursuing the vehicle.

In August 2015, 15-year-old Soulaïmane Jamili, also of Moroccan heritage, died attempting to avoid a control by STIB representatives and was hit by a train at the Osseghem metro in Molenbeek.

Bias can be more subtle



Outrage at whites-only image as Ugandan climate activist Vanessa Nakate cropped from photo by Associated Press

<https://www.theguardian.com/world/2020/jan/29/vanessa-nakate-interview-climate-activism-cropped-photo-davos>

Bias includes: Who gets forgiven, who gets punished?

Brock Turner, Convicted Sexual Assault Offender, Released From Jail After 3 Months

by Gadi Schwartz and Erik Ortiz /
Sep.02.2016 / 8:57 AM ET /
Updated Sep.02.2016 / 7:33 PM ET



Georgia teen gets 5 years in prison for shoe robbery

JUN 1, 2018 2:34 PM EDT CRIMESIDER
BY CRIMESIDER STAFF / AP



Dayonn Davis after he was arrested in 2016, at age 15
Muscogee County Sheriff's Office

Bias includes: Who gets forgiven, who gets punished? Part 2



theJuiceMedia ✓
@thejuicemedia



Wtf Victoria, wear a fucking mask. Walked 5ks in nth suburbs, ppl wearing a mask: zero. Cafes: full. Someone just walked past me: "gday". I said, "gday please wear your mask". Meanwhile... not-wealthy ppl in the towers are surrounded by cops. We're not all in this together 👍

<http://test.nottheonlyone.org/818>



ABC News ✓
@abcnews

Lockdown of Victoria's public housing towers breached human rights, ombudsman finds

[Traducir Tweet](#)



Victorian Government rejects ombudsman's call to apologise to public housing...
Victoria's Housing Minister says the Government will not be apologising for "saving people's lives", by locking down nine public housing towers in inner ...
[abc.net.au](#)

<https://twitter.com/abcnews/status/1339336413574090754>

These biases are obstacles for people from marginalised groups

This shows the idea of cumulative problems that increases the lack of opportunities of a person from a marginalised group, that may not be apparent to an outsider.

It should be noted that intersectionality is defined as having more than one attribute that is marginalised and increases the problem exponentially.

<https://www.clhsocialsolutions.com/blog/2017/10/23/3-illustrations-to-start-your-discussion-on-white-privilege-racism>



This is why we should centre the victim, not the perpetrator

One of my criticisms of “unconscious bias” is that it centres the perpetrator and not the victim.

But if the outcome is the same, is calling it ‘unconscious’ simply an easy get-out clause for racist behaviour? Is the concept of unconscious bias just a convenient way for people to avoid acknowledging racism, or taking any responsibility for their actions?

<https://metro.co.uk/2021/01/21/the-problem-with-unconscious-bias-it-takes-away-any-responsibility-13872478/?ito=cbshare>

Listen to those who are the most marginalised in your society



https://twitter.com/iyad_elbaghdadi/status/759045232180727808

Think of triage in a hospital's emergency department

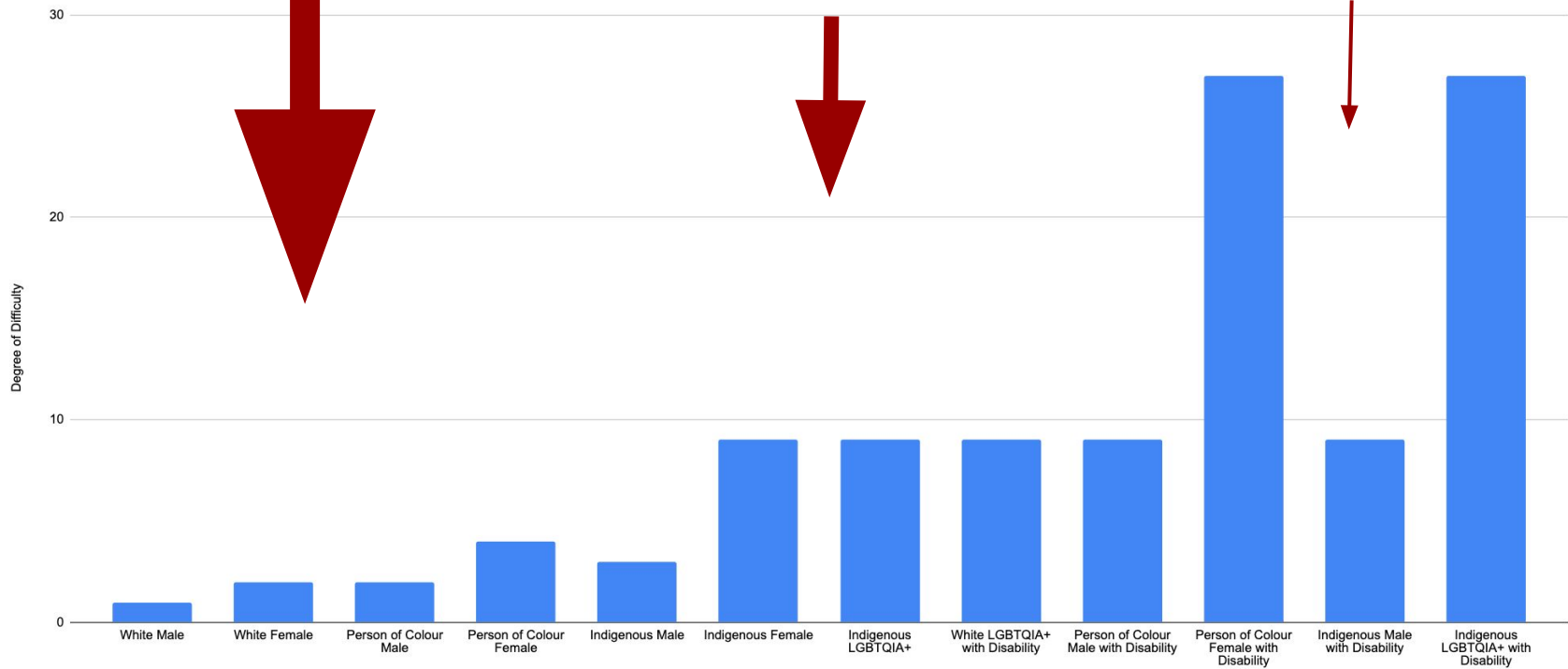
In an emergency department a person who arrives first is not the person who is looked after first. The order in which a patient is seen and the amount they are helped is based on the severity of the need.

The greater the need, the earlier they are seen and the more they are helped (in theory).

In my opinion, we should apply the same measures to intersectionality, where intersectionality is when a person belongs to more than one marginalised group.

In the following two graphs, I will show how I think we are currently providing help and how we should be providing help.

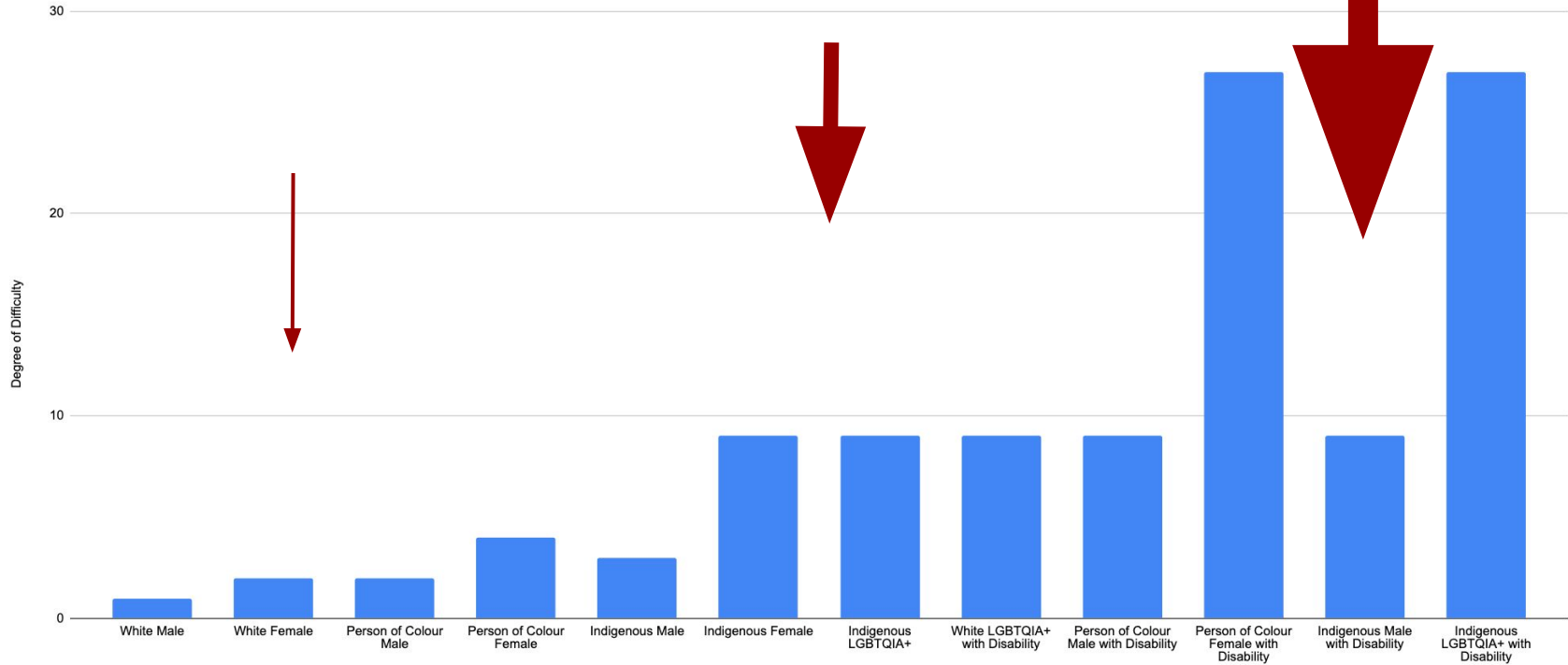
Degree of Difficulty vs.



Intersectionality Spectrum (Currently who we listen to - Australia)

<https://docs.google.com/spreadsheets/d/1Txn6rZ3-jMFk7IOWYk1n2Eh5E2BL07VmIVmtX8g-nkQ/edit#gid=0>

Degree of Difficulty vs.



Intersectionality Spectrum (The people we should listen to - Australia)

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But we can't just listen, we have to show courage and act

What matters to people in one or more marginalised groups is how they are supported. If you are neutral, you are on the side of the oppressor.

To act takes courage and a willingness to sacrifice your privilege to help others.



Kate Kelly ✓

@Kate_Kelly_Esq



En respuesta a [@Kate_Kelly_Esq](#)

The only person who would agree to teach Ruby was a white woman named Barbara Henry & for over a year taught Ruby alone.

The 1st white student who broke the boycott & entered the school was a white girl named Pam Foreman.

We have a choice— which white woman are we going to be?

[Traducir Tweet](#)

Being supported and understood creates inclusive spaces

When I know that I am supported and people understand why I am sensitive, I feel safe. When I feel safe, I am comfortable being myself and am able to share when something is wrong without being worried about losing my job, losing friendships, or damaging my career. To me, that is inclusion.

- Rowland Mosbergen

Some things you can do

1. Change your social media to centre intersectionally marginalised people
2. Go out of your way to encourage people from marginalised groups
3. Go out of your way to identify talented people from marginalised groups
4. Look at ways you can use your privilege to step aside for people from marginalised groups
5. Look at ways you can change the systems in your organisations

Further resources are provided at the end of this presentation



https://twitter.com/_BHB_/status/1386365587153055751

Summary

Be an ally to people in one or more marginalised groups by:

1. Listening to marginalised voices and
2. Supporting people from marginalised groups “to your right” in the Intersectionality Spectrum

Want to know more?

- Improving Diversity and Inclusion in Senior Leadership: A workshop to help recruit diverse senior leaders. <https://doi.org/10.6084/m9.figshare.14315846>
- Practical Diversity and Inclusion <https://www.practicaldiversity.org/>
- Twitter list of people to follow <https://twitter.com/i/lists/1386261499321065478>
- Talkin' Up to the White Woman
 - <https://www.booktopia.com.au/talkin-up-to-the-white-woman-aileen-moreton-robinson/book/9780702263101.html>
- IndigenousX - Deaths in custody
 - <https://twitter.com/IndigenousX/status/1385869862757568513>

End of presentation