

## WLBU--Chapter 7 Resources

Join our [Learning Community](#) to access an excellent talk by [psychotherapist, Kim Honeycutt](#), on real connections between our nervous system and racism, and how polyvagal research shows us a way forward.

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*More on how harmful narratives distort humanity and become imbedded in our national and personal conscience.*

**Implicit Bias** is the myriad of fears, feelings, perceptions and stereotypes that lie deep within the subconscious; memory records that exist without an individual's permission or acknowledgement. (*Mark W. Bennet, U.S. District Court Judge, Northern District of Iowa*)

Let's look at how this occurs and how it connects to systemic racism.

1. **Watch this short video about the [Implicit Association Test](#).**
2. To take the test, go [here](#). Choose "I wish to proceed" and then choose **RACE IAT**. Write down your test results. (e.g. 'moderate bias toward European-American')

Remember, the Implicit Association Test is not determining you as 'racist' or 'not racist.' It's simply attempting to measure how you have unconsciously internalized racist messaging. We all have internalized racist messaging to some degree.

If you'd like to know more about [understanding and interpreting IAT results](#) and how IAT relates to this conversation, here are a few resources.

- [Project Implicit](#) — a non-profit organization and international collaboration between researchers who are interested in implicit social cognition – thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.
  - [Diversity, Inclusion and the Research on Implicit Bias: A Conversation”, March 7th, 2015](#). Presentations and a panel discussion moderated by Tricia Rose, director of the Center for the Study of Race and Ethnicity in America, Brown University and included guests Jennifer Richeson, Northwestern University and Rachel Godsil, Seton Hall School of Law.
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*More on how our brains and beliefs are shaped.*

[Selective Attention Test](#) (1.5 mins)

[Thinking Fast and Slow](#) (6 min summary)

[Weapon Bias: Split-Second Decisions and Unintended Stereotyping](#) (PDF)

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[Moving the Race Conversation Forward](#) a report by [Race Forward: The Center for Racial Justice Innovation](#) that aims to reshape and reform the way we talk about race and racism in our country. Skimming the reports (parts [1](#) and [2](#)) and watching the [5 minute video](#) will help you distinguish:

- Individual-Level racism = Internalized and Interpersonal
- Systemic-Level racism = Institutional and Structural
- Frame, narrative, and messages that all influence our thoughts and actions

**A frame** is an unconscious lens through which we view an issue or problem. Related to social cognition processes encoded in our brains, frames help us quickly make sense of complex information and then make individual and collective decisions on that basis. These processes generate deeply embedded perspectives that are easily activated in the subconscious, especially through devices like images, stories, stereotypes and slogans. For example, ‘Hard work yields prosperity.’

**Narratives** are specific stories (whether real, exaggerated, or fictionalized) used to convey or reinforce a given frame. For example, ‘Those who have less are not hard workers, are lazy and are looking for a hand out.’

**Messages** are the takeaway from frames and narratives that invoke specific action. For example, ‘Poor people want a hand-out. Don’t help poor people.’

[Ethnic Notions](#) (1hr) This film equips you to view media and cultural representations with a more critical eye. Marlon Riggs’ Emmy-winning documentary takes you on a disturbing voyage through American history, tracing the deep-rooted stereotypes which have fueled anti-black prejudice. Through these images we can begin to understand the evolution of racial consciousness in America.

[How a Trained Journalist Is Using Public Art to Expose Media Racism](#) The artist’s first body of work is quickly becoming a social phenomenon as illustrates how frames, narratives

and messages relate to representation, stereotypes and bias in media. Media bias is so pervasive and entrenched, that if you are not aware, it goes undetected and continues to shape our subconscious.

[\*\*ALL IN with Chris Hayes: A Satirization of Recent News Events\*\*](#) (7min). A satirical take on news media coverage.

[\*\*Ian Haney López\*\*](#) on the Dog Whistle Politics of Race — how politicians use strategic racism to win votes: [\*\*Part One\*\*](#) & [\*\*Part Two\*\*](#). Haney López is an expert in how racism has evolved in America since the civil rights era. Over the past 50 years, politicians have mastered the use of dog whistles – code words that turn Americans against each other while turning the country over to plutocrats. This political tactic, says Haney López, is “the dark magic” by which middle-class voters have been seduced to vote against their own economic interests.

[\*\*Vernā Myers: How to overcome our biases? Walk boldly toward them\*\*](#) (17 min). In this talk, Myers asks us to acknowledge our biases, and then move toward, not away from, the groups that make us uncomfortable.