

THE SCIENCE OF IMPLICIT BIAS

framing in the larger context
of anti -racism

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Co-Chair

The Science of Implicit Bias: Implications for Law and Policy, A Workshop
Committee on Science, Technology, and Law
National Academies of Sciences, Engineering, and Medicine

*Via Zoom from Atlanta, Georgia
March 23, 2021*

Key messages

Racism exists

Racism is a system

Racism saps the strength of the whole society

We can act to dismantle racism

What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

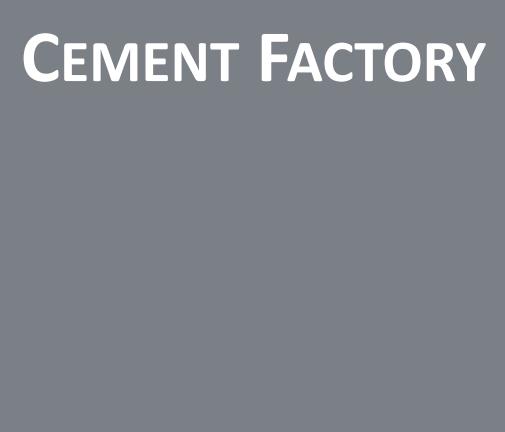
- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Cement Dust in Our Lungs

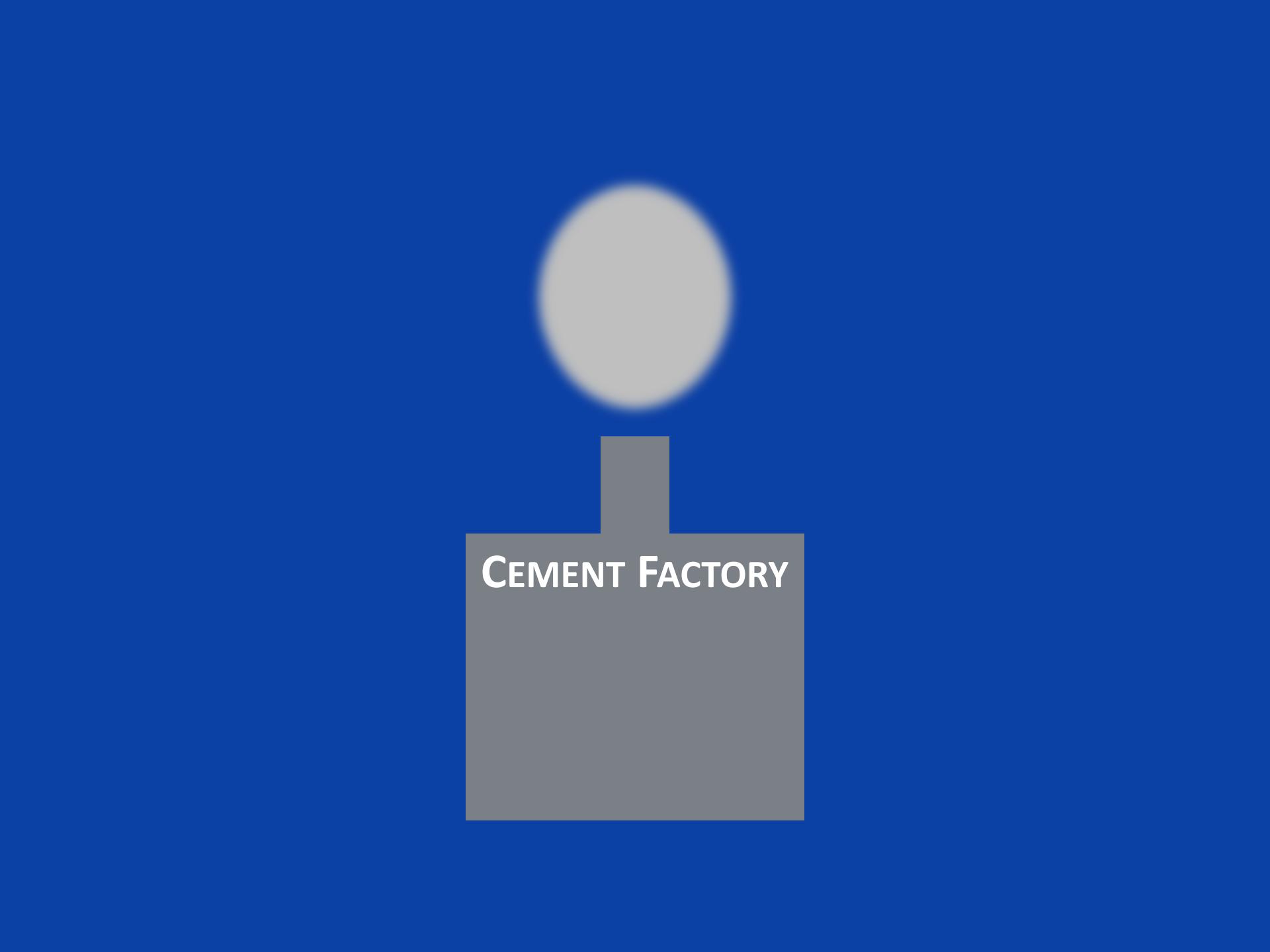
A large, billowing plume of white cement dust is shown against a backdrop of a cloudy, overcast sky. The dust is concentrated at the top of a tall, dark industrial chimney, with a thick, white, turbulent cloud rising and spreading out. The base of the chimney is visible at the bottom of the frame, showing some structural details. The overall scene conveys a sense of environmental pollution and industrial impact.



CEMENT FACTORY



CEMENT FACTORY

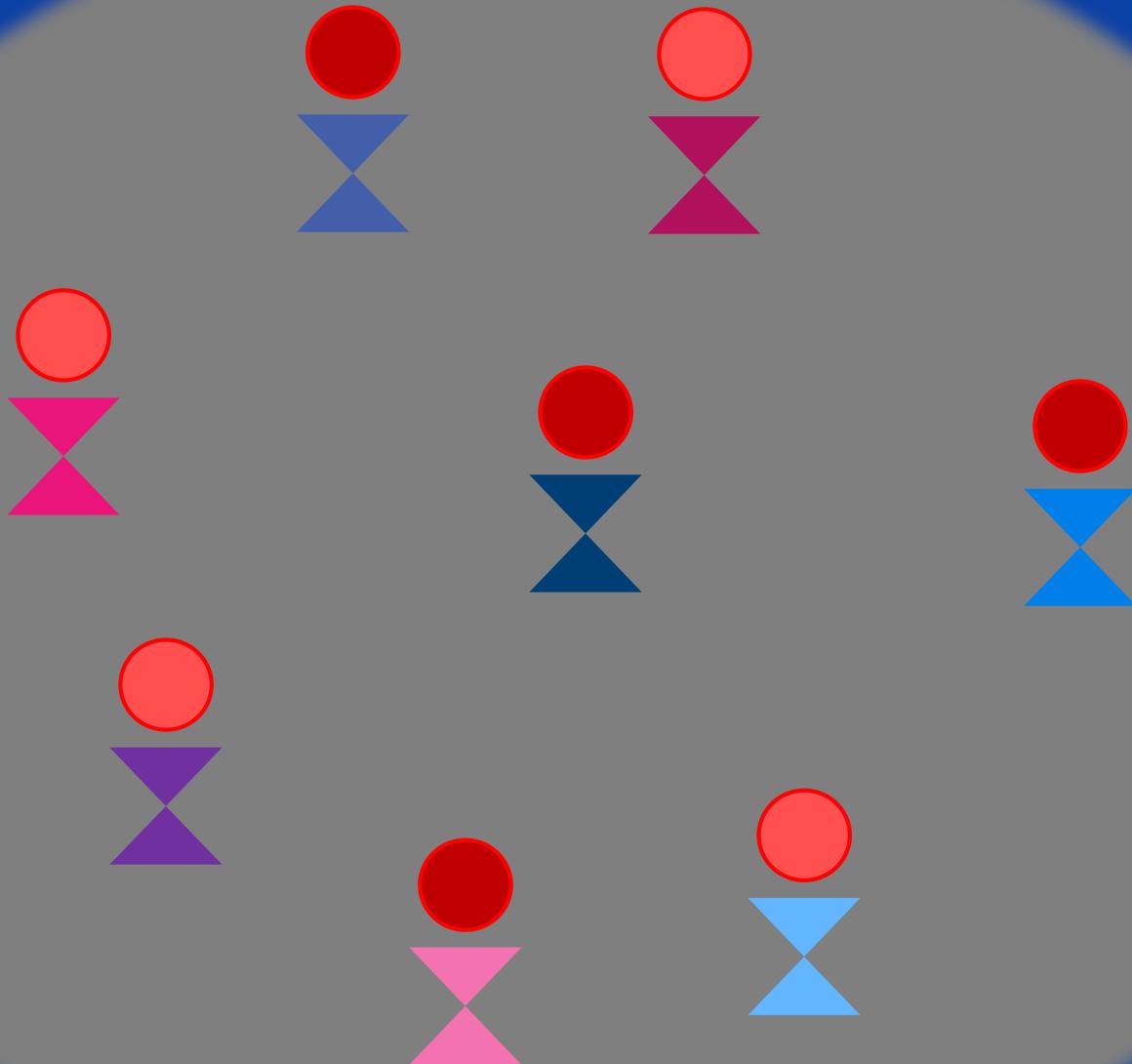


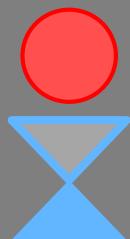
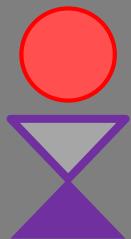
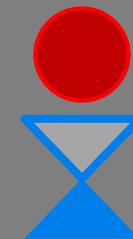
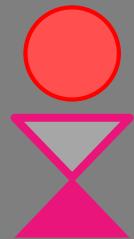
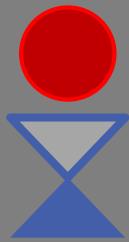
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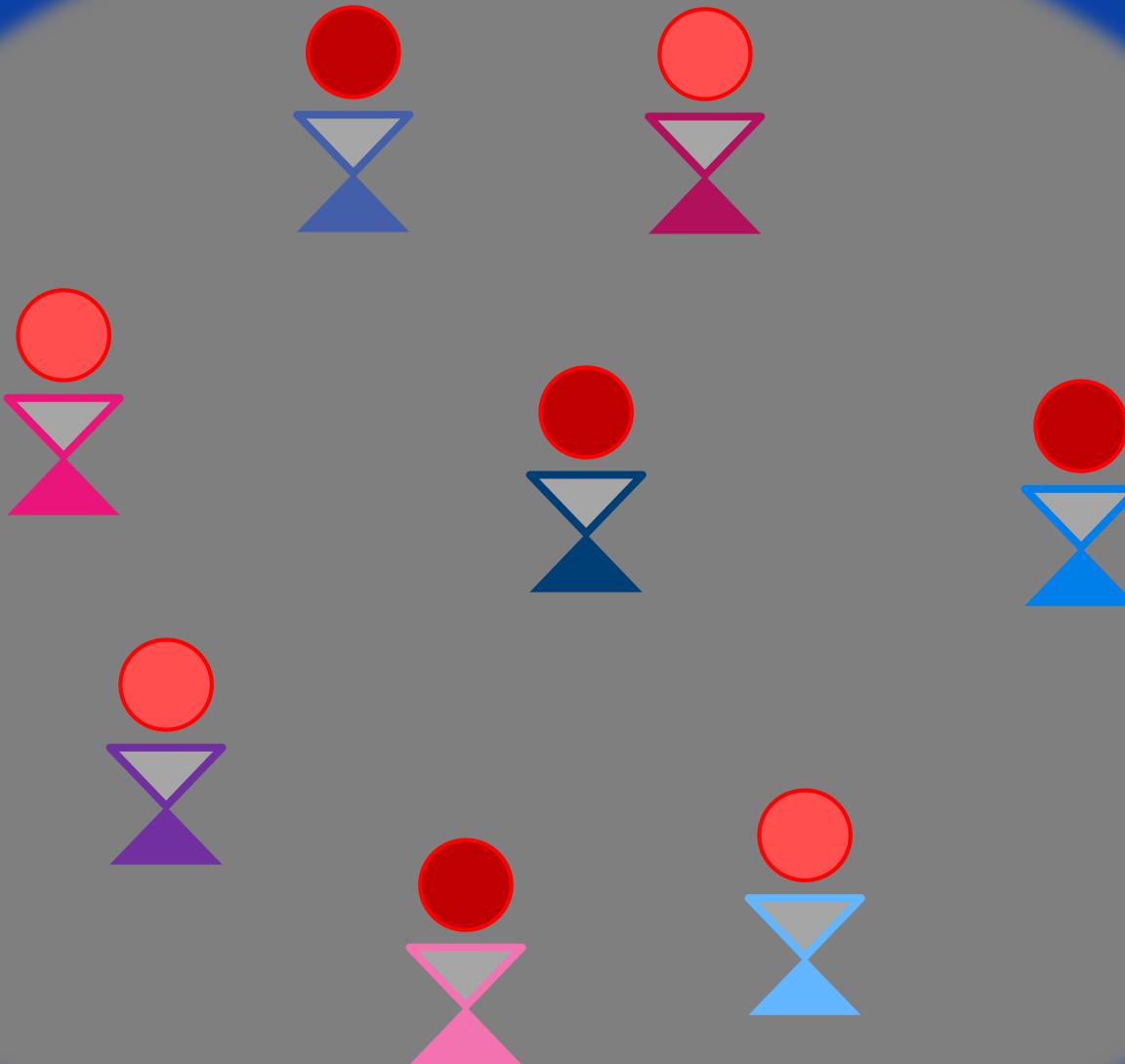
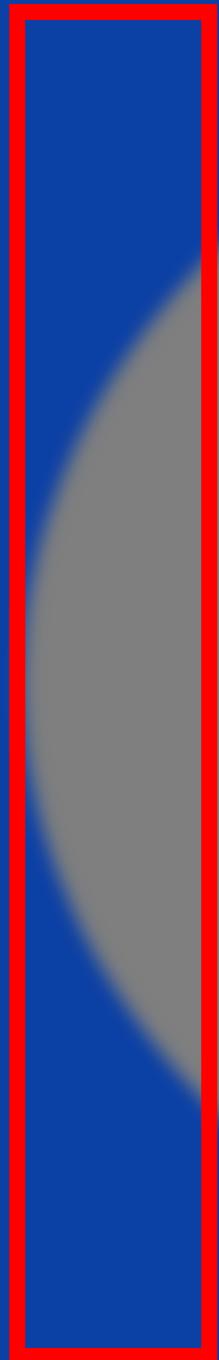
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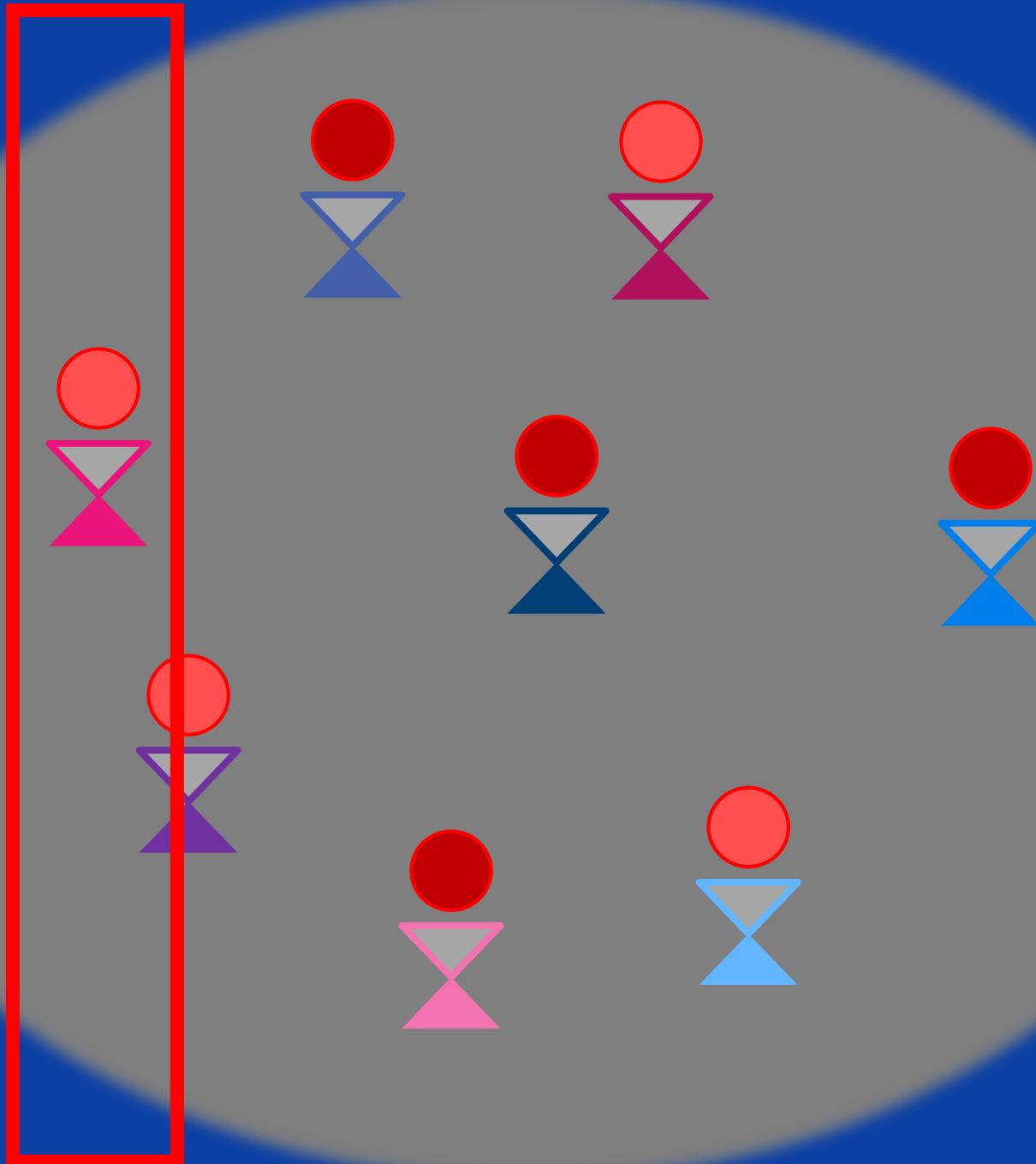


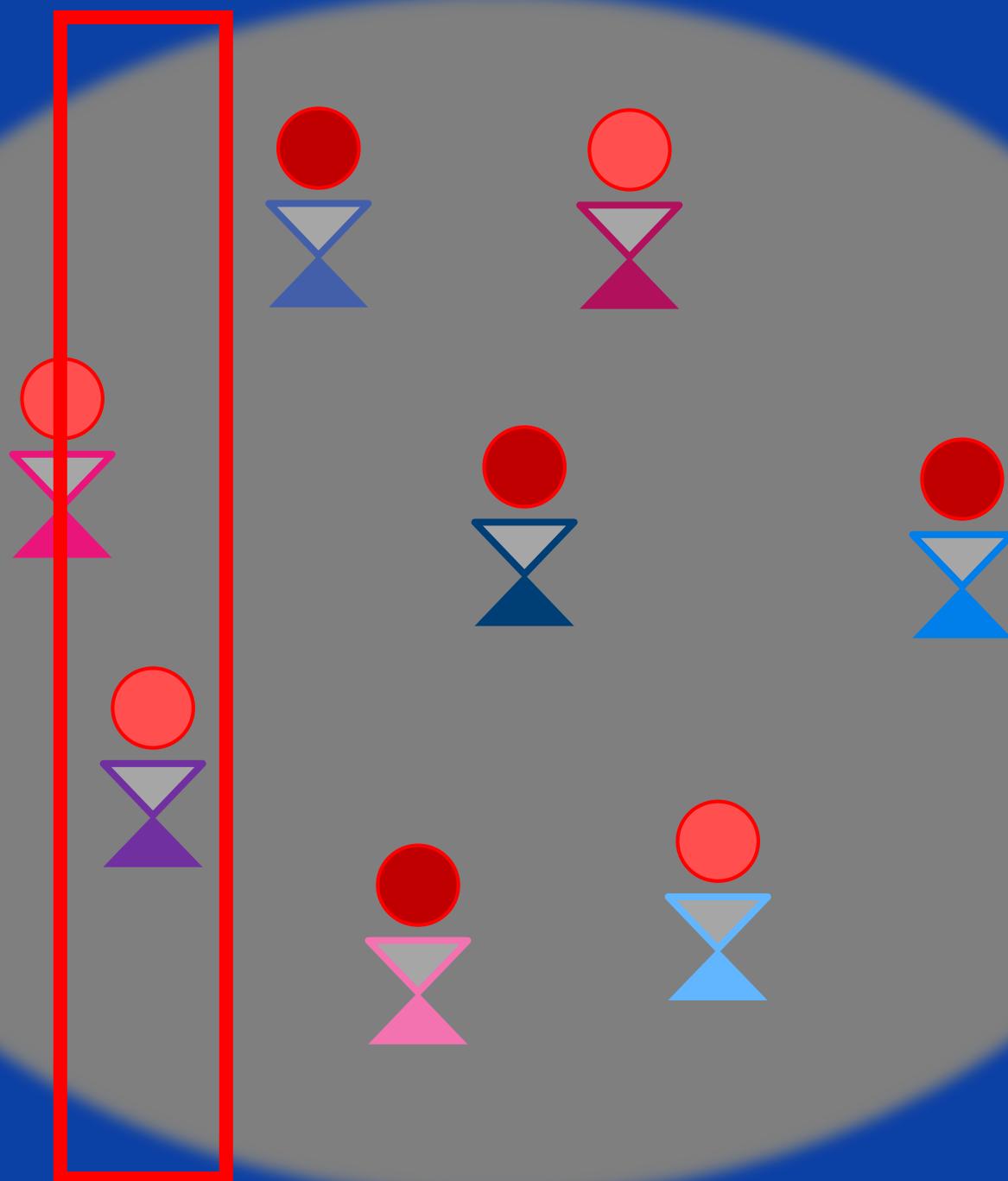


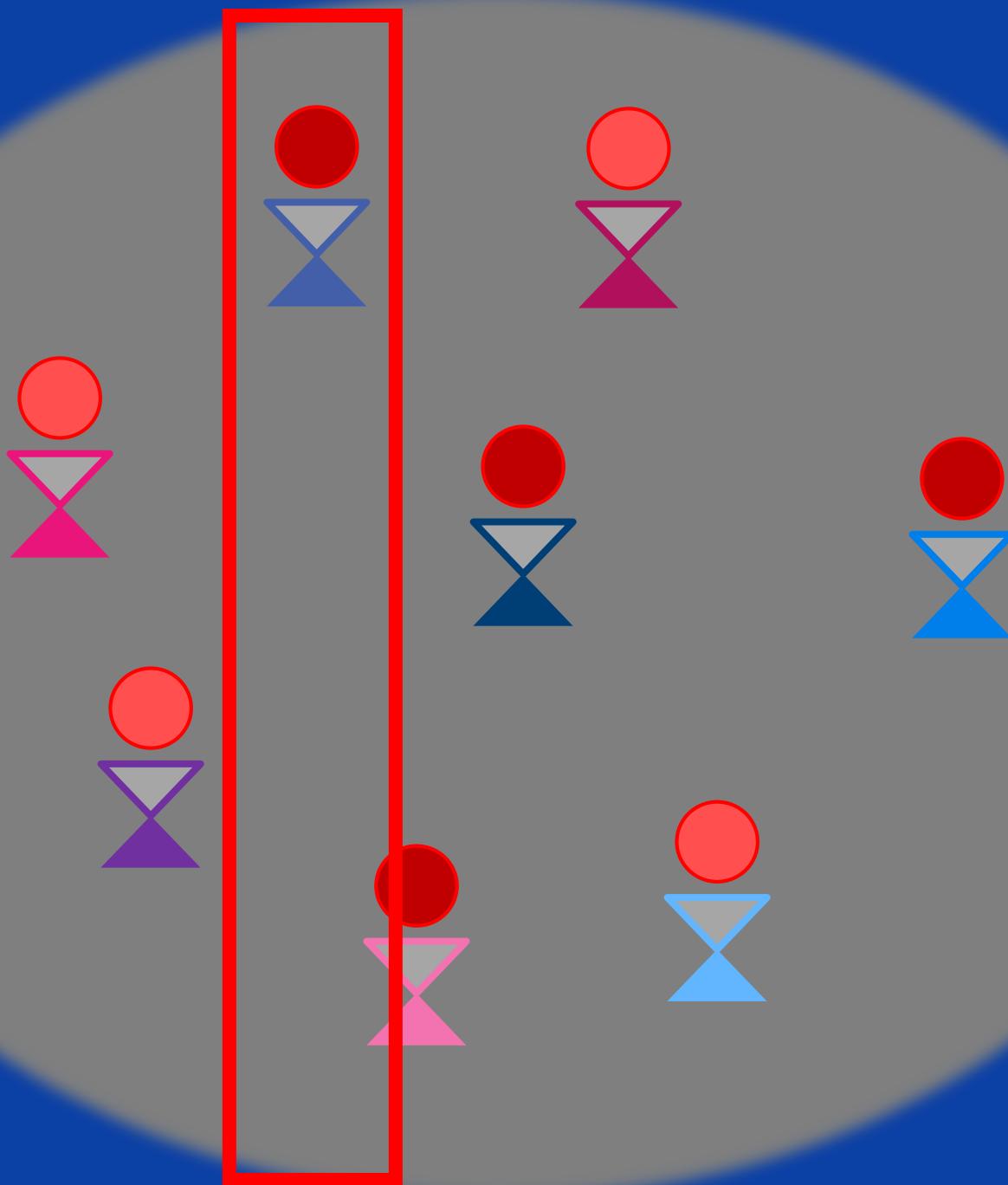


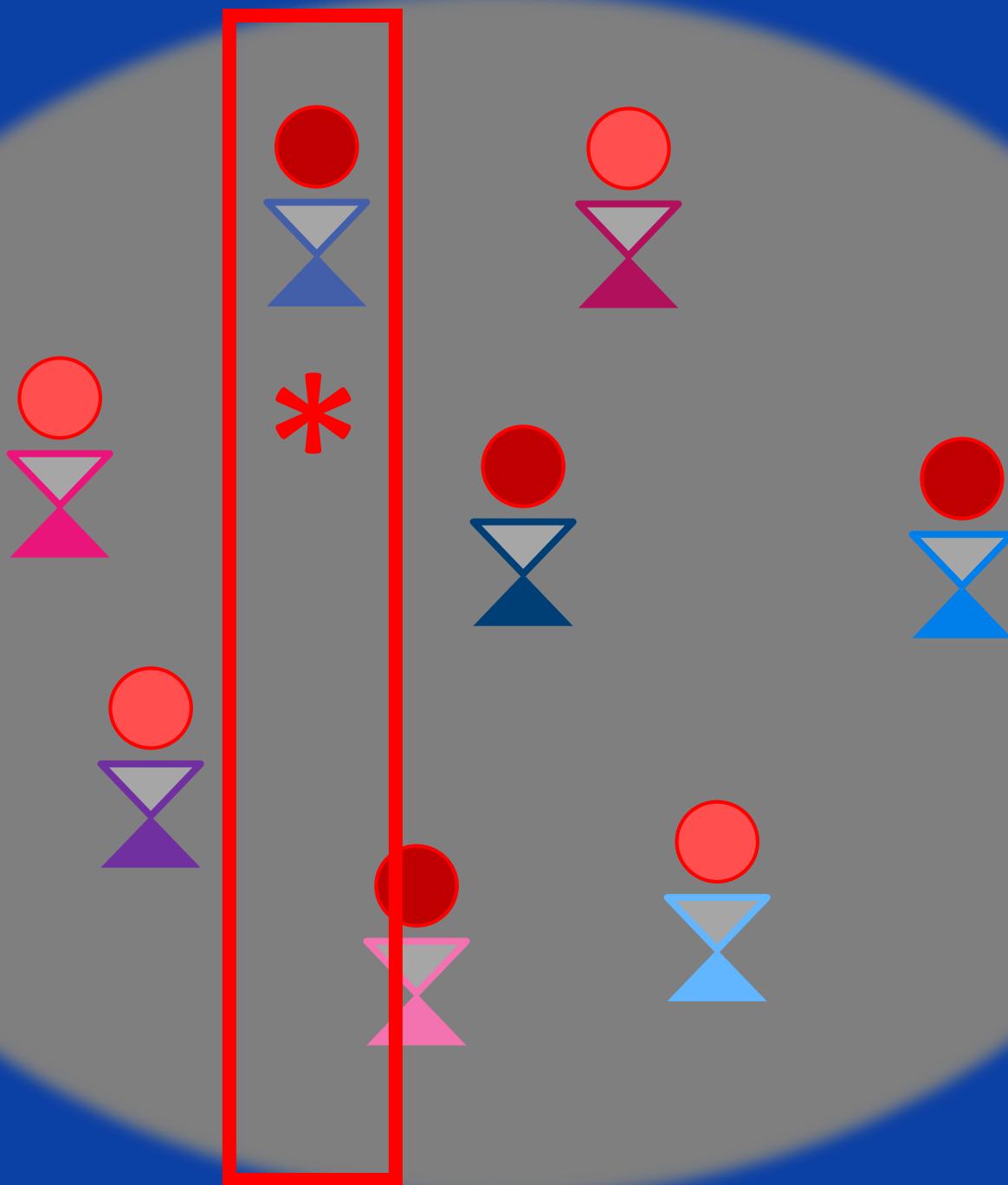
FOCUS
on the individual?



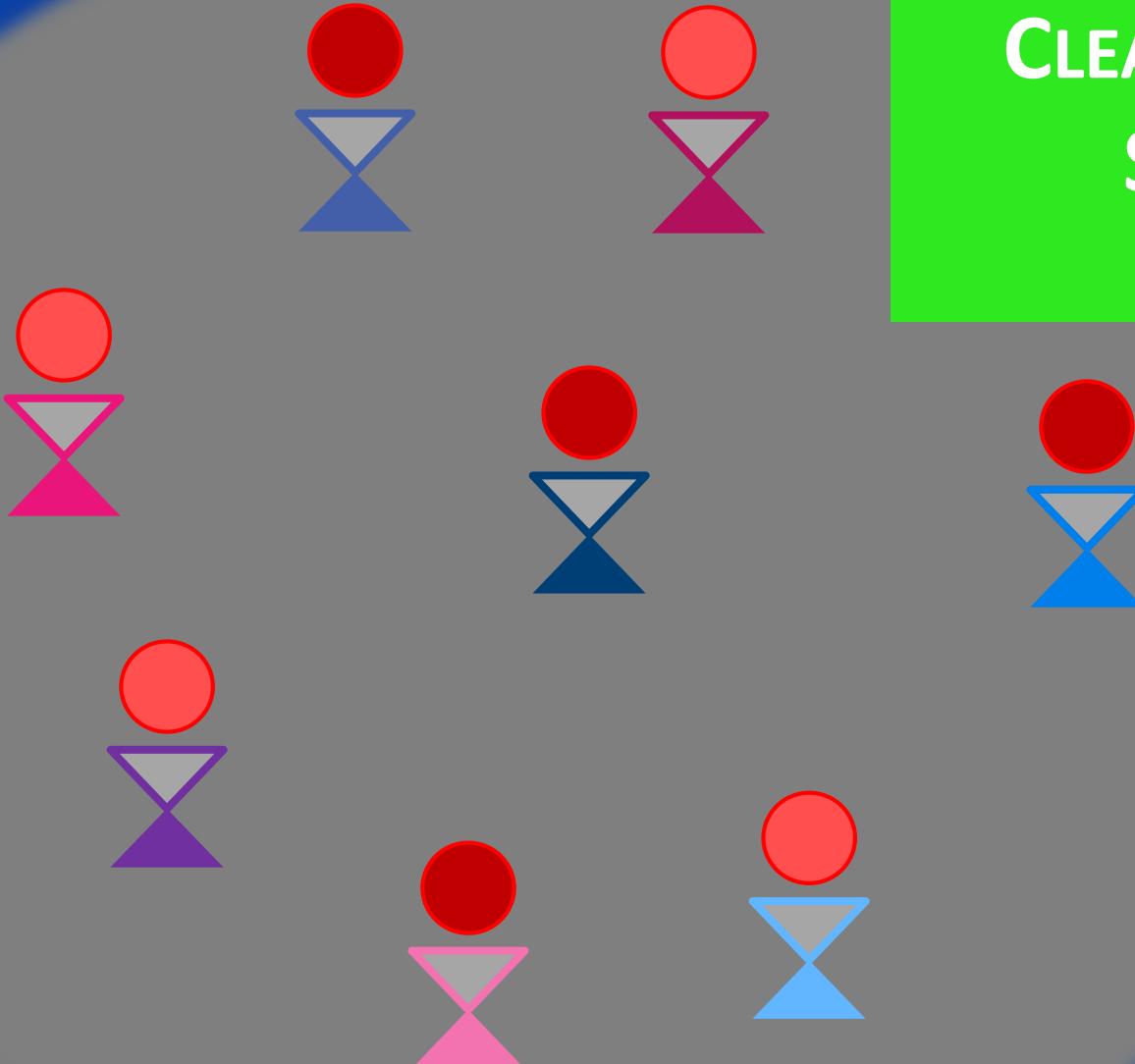






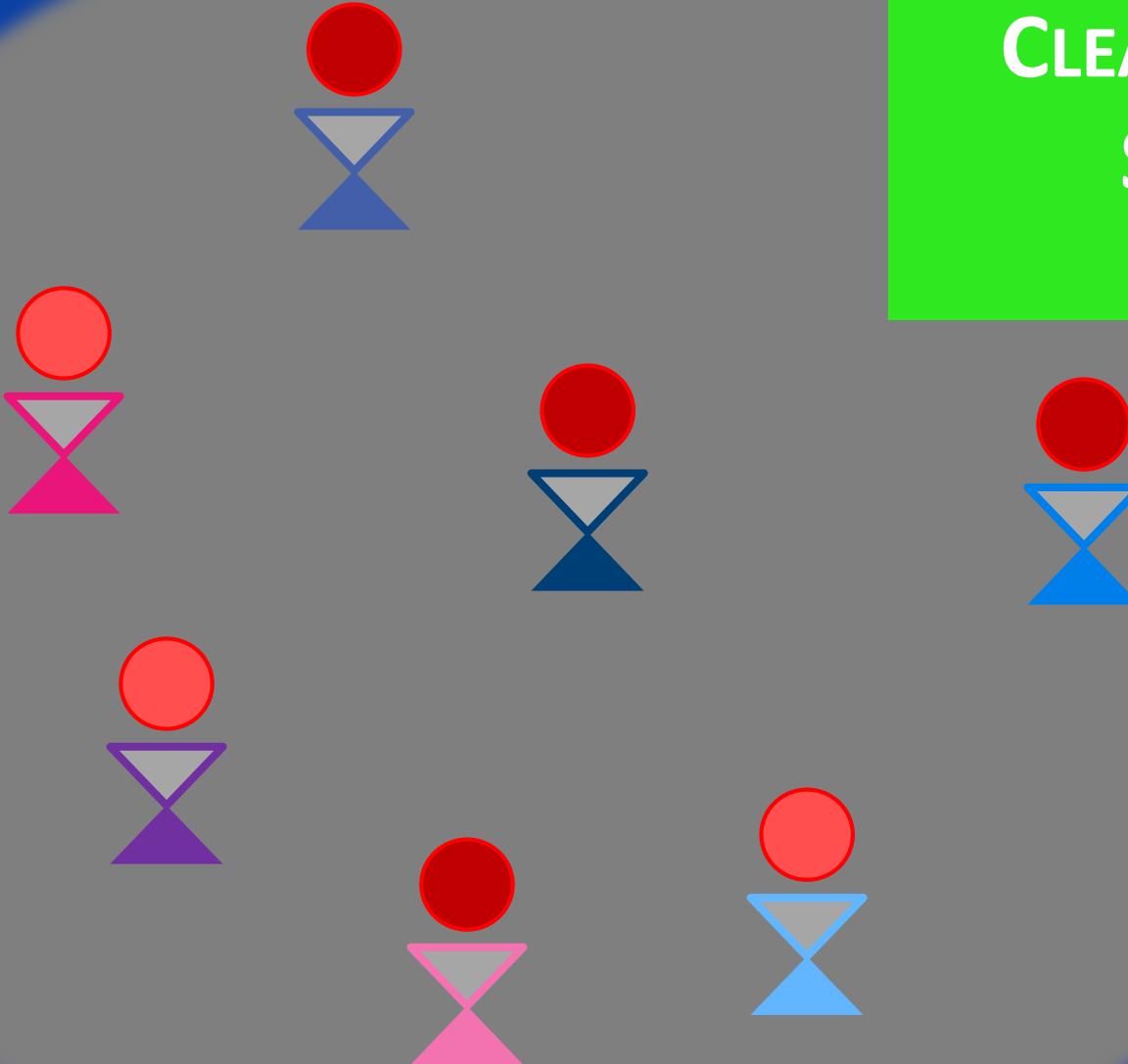


CLEANSING SPA



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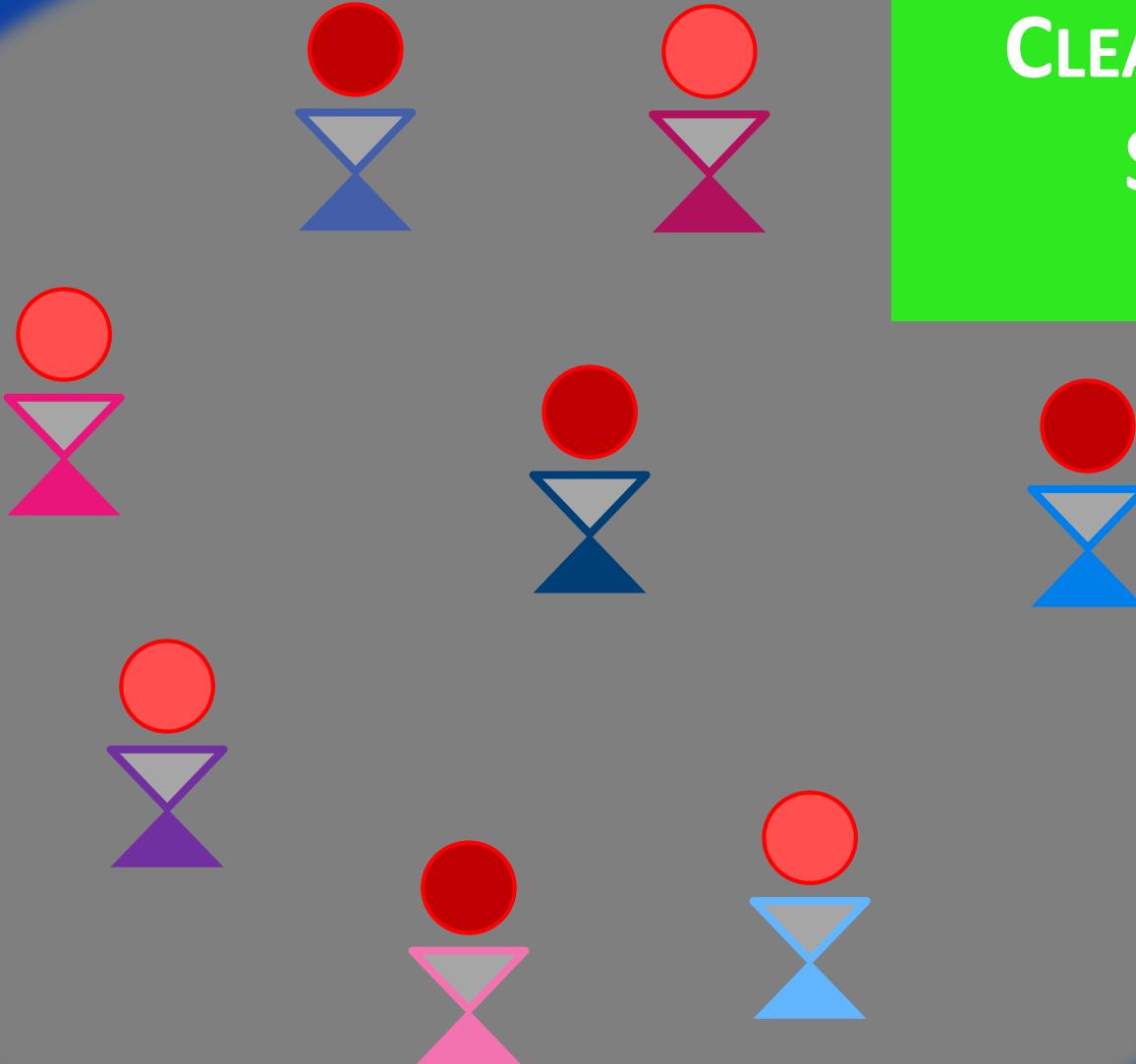
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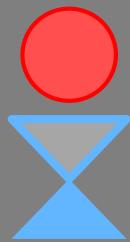
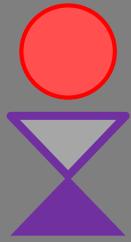
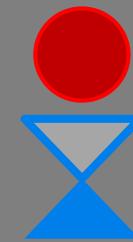
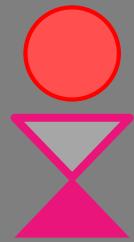
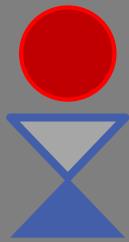
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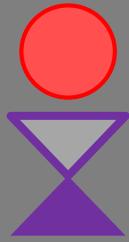
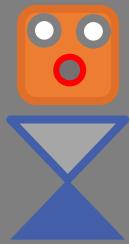
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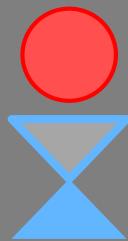
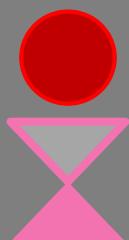
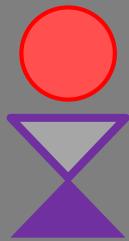


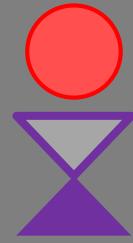
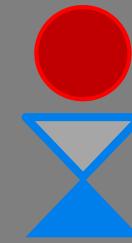
FOCUS
on the climate?

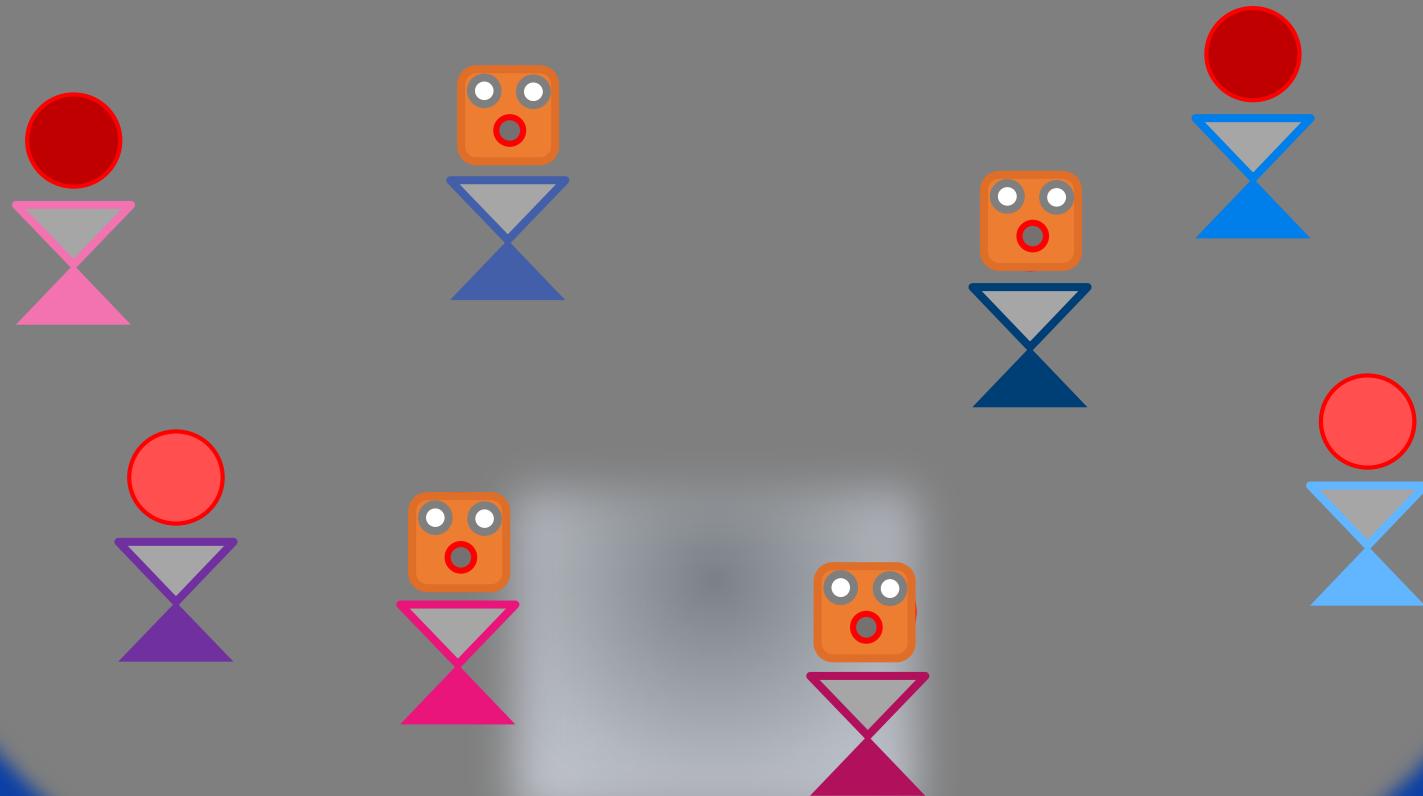


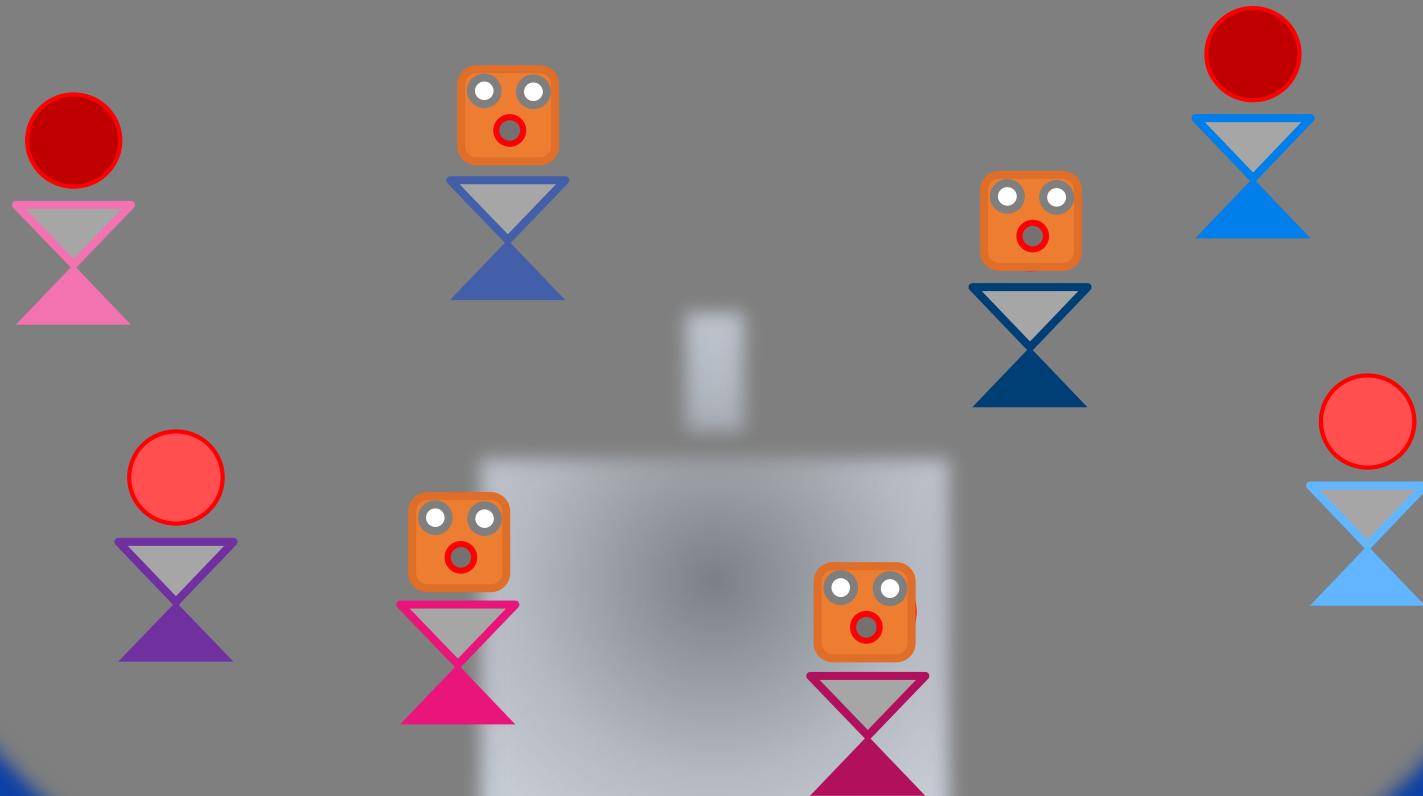


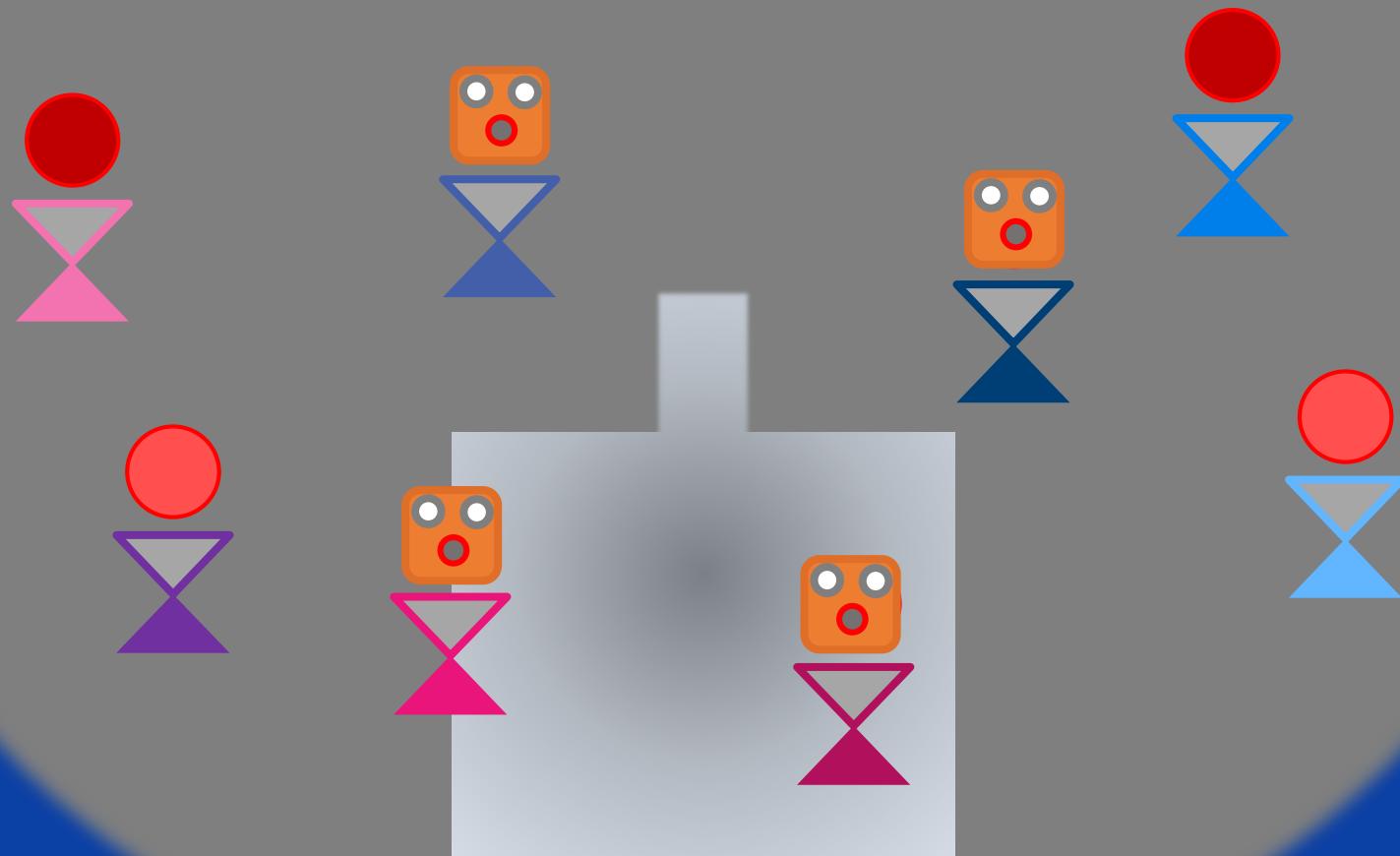
FOCUS
on the system!

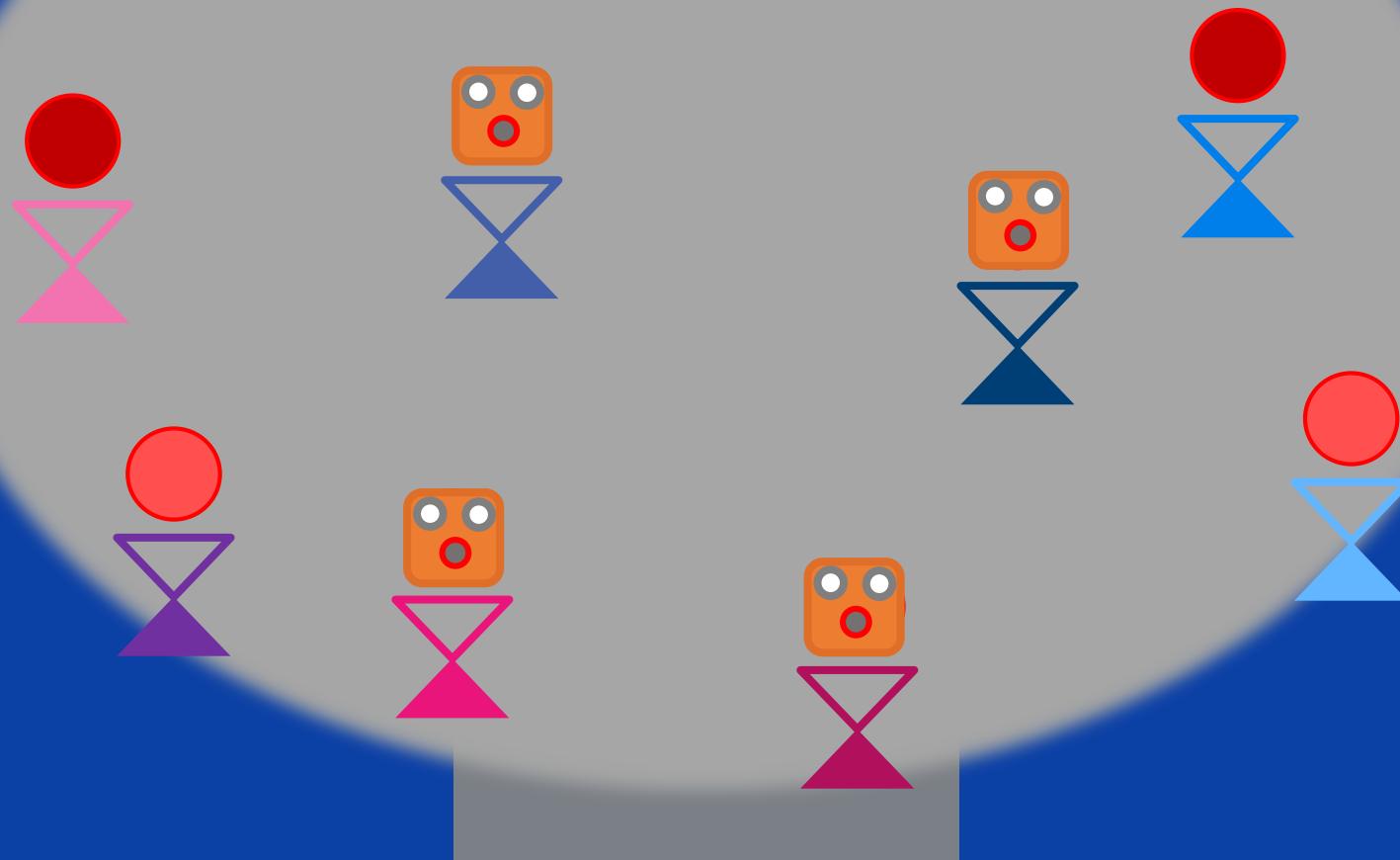


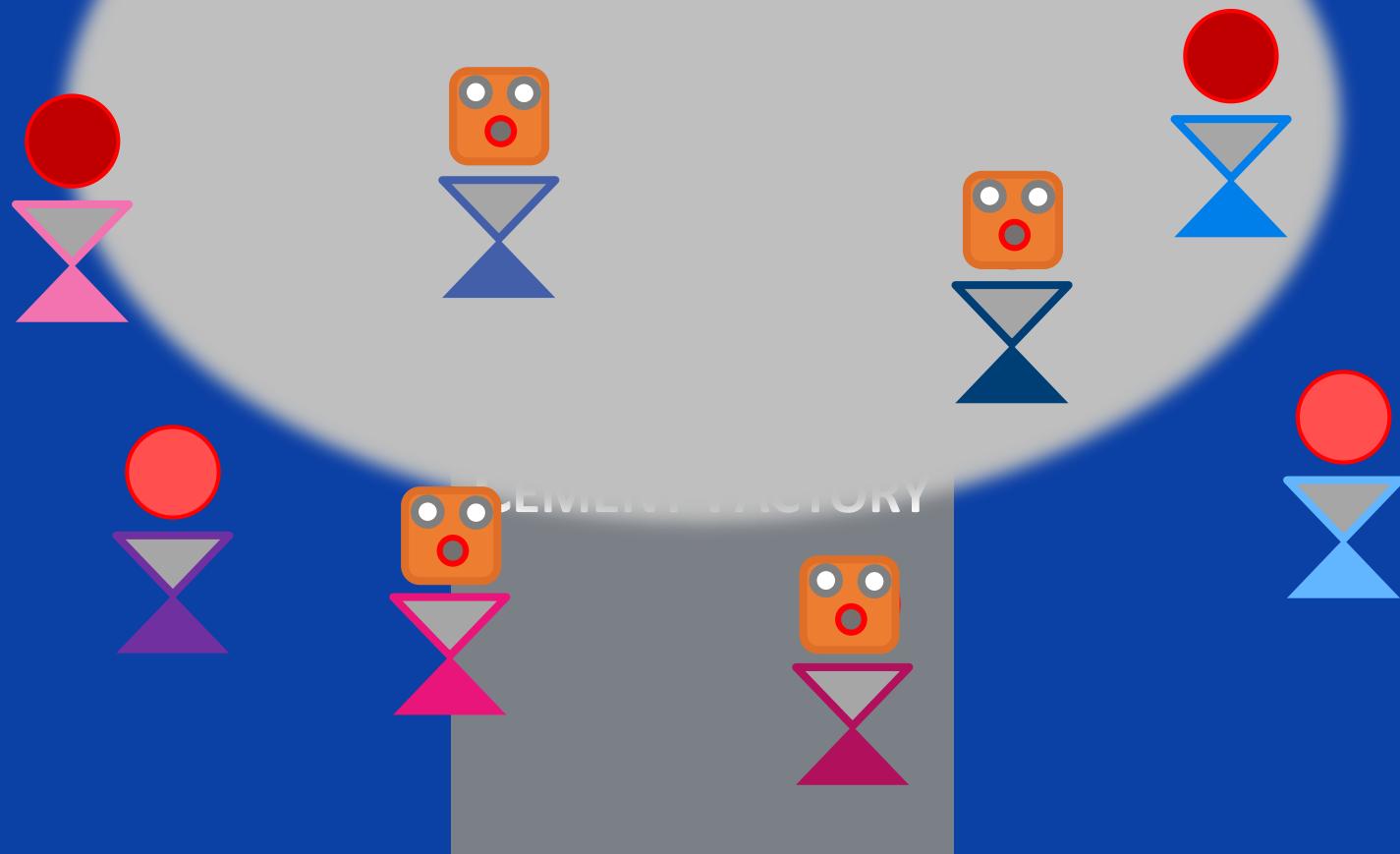


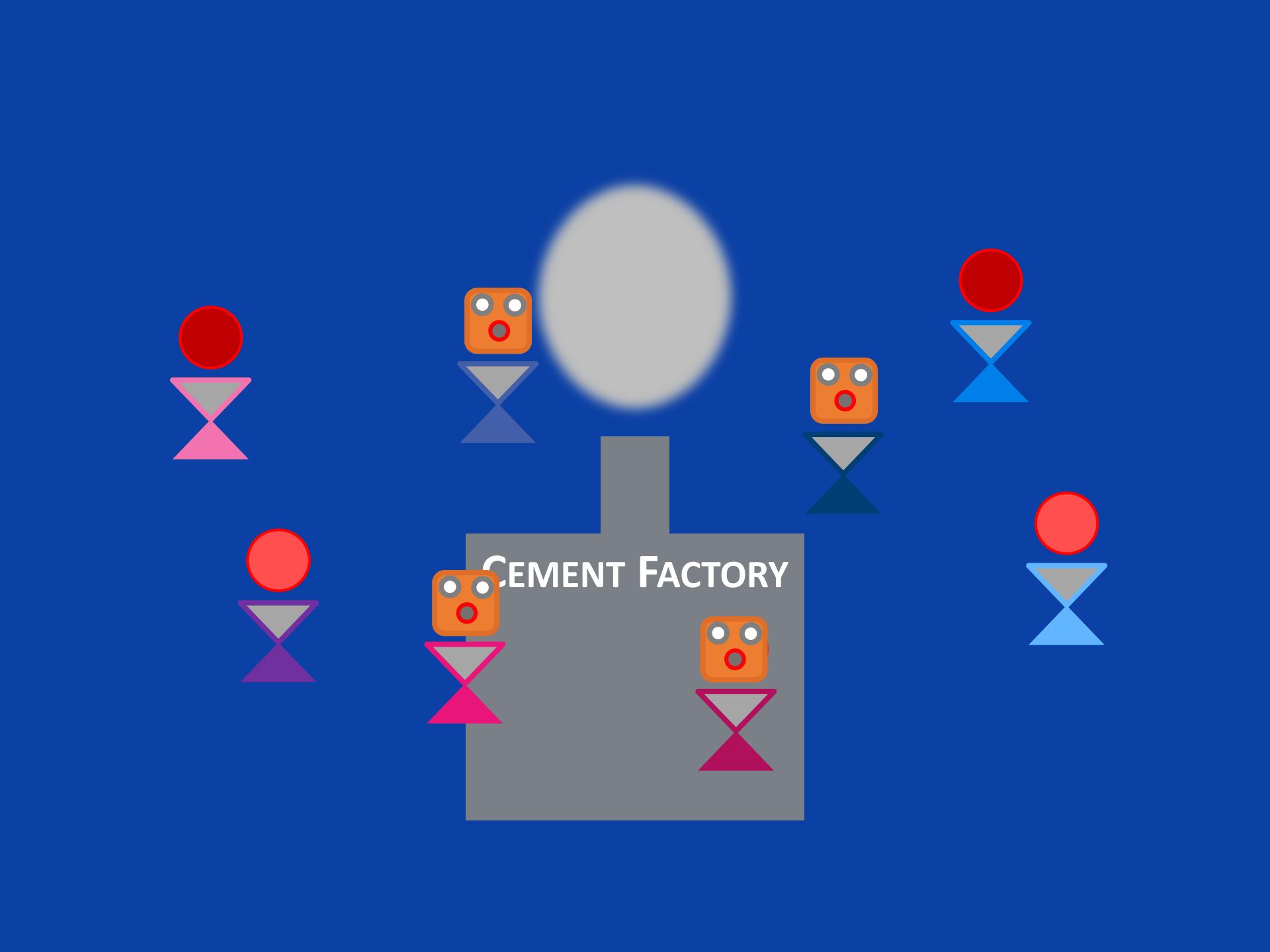




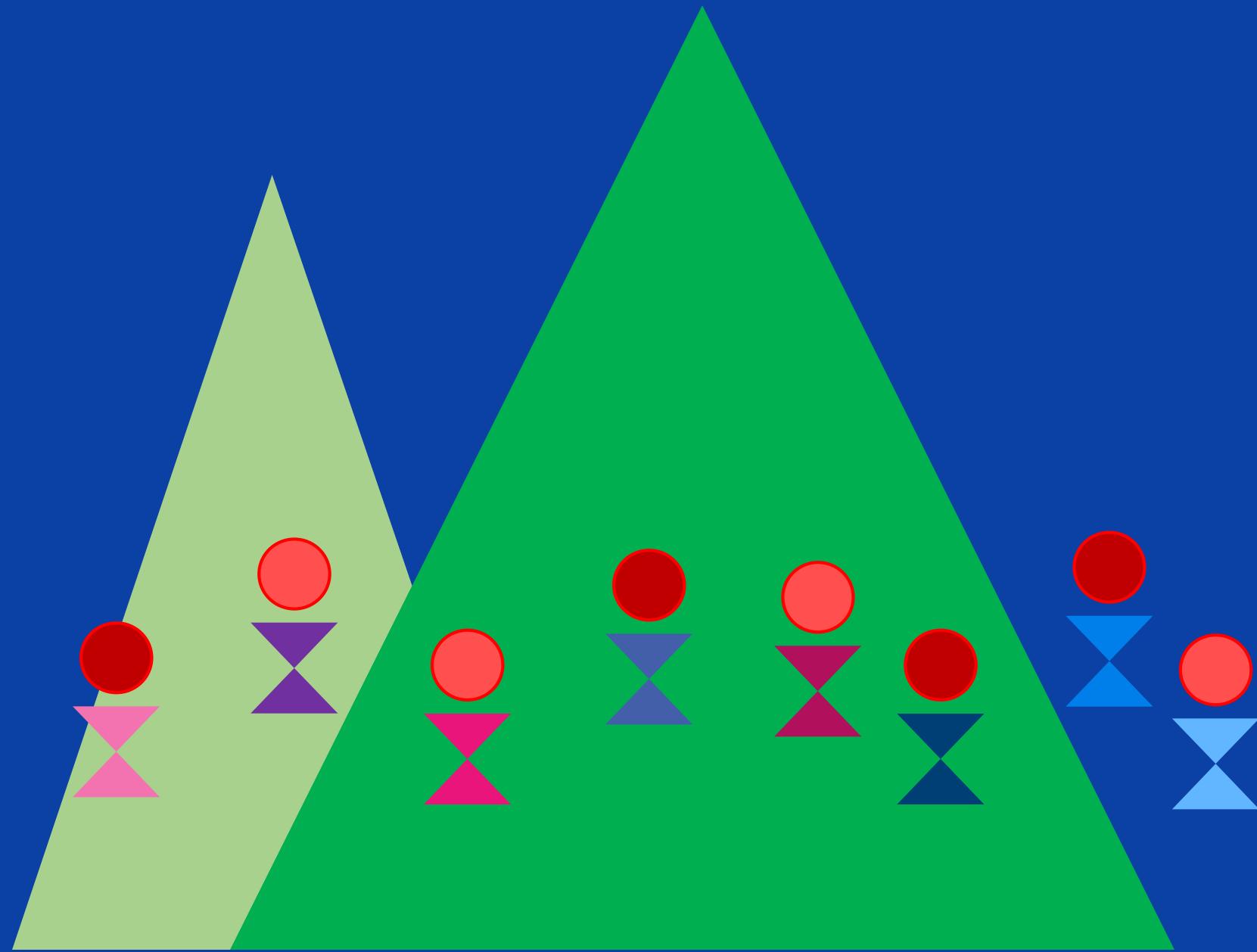








CEMENT FACTORY



Possible next step:

NASEM Consensus Study
The Science and Practice of Racism

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2019-2020 Evelyn Green Davis Fellow

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