

**CHECKING YOUR BLINDSPOTS TO ENSURE A FAIR AND EQUITABLE PROCESS:  
A REVIEW OF BIAS AND MICROAGGRESSIONS  
PRESENTED BY: SHANIQUA CRAWFORD: LAWRENCE UNIVERSITY**

**Overview:**

Now more than ever it is important to ensure that we do everything to ensure that our grievance procedures/processes are equitable and fair. Checking your blind spots for bias and microaggressions is key in this process. Understanding bias and microaggressions will help individuals to spot and eliminate them so as not to taint the various stages of the grievance process/procedures.

**Common Types of Bias and Definitions:**

**Bias:** The attribution of negative traits on the basis of race or other group characteristics.

**\*\*\*Implicit Bias:** *are based in implicit attitudes and stereotypes, hidden from one's own awareness. Ex. Many individuals have implicit bias against members of disadvantaged groups.*

**Explicit Bias:** Biases that are directly expressed or publicly stated or demonstrated

**Confirmation Bias:** the tendency to focus on a possible explanation by looking for evidence that supports that hypothesis and minimizing evidence that is contradictory to explanation proposed.

**Memory Bias:** confusing things that happened to oneself with things that happened to someone and not being able to distinguish the accurate memory from some other information.

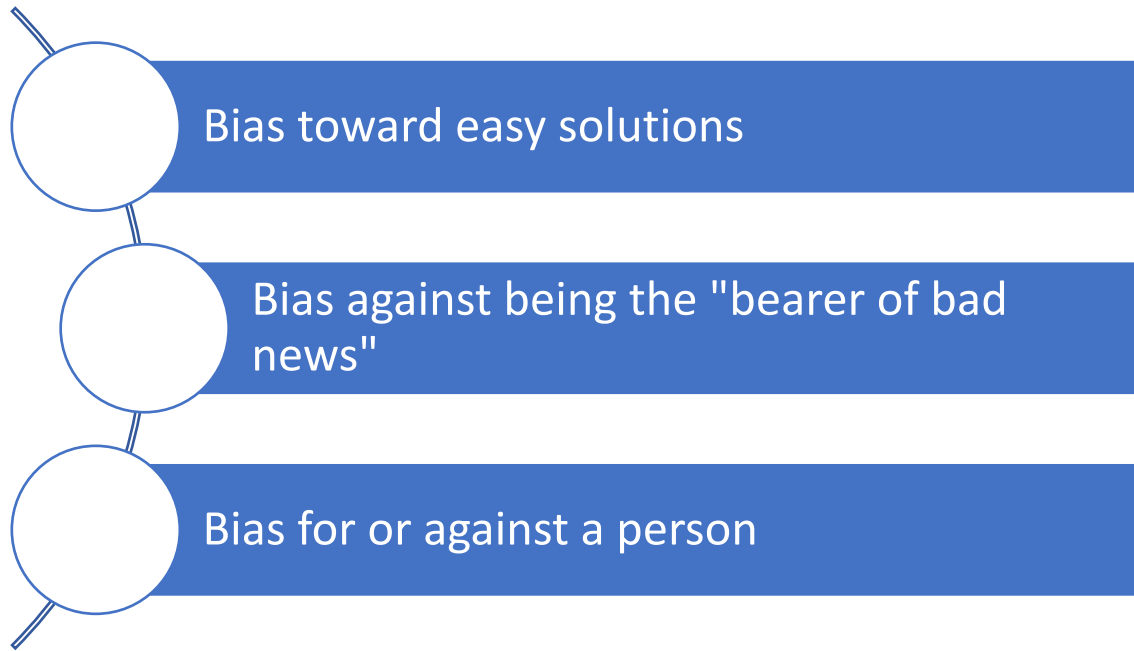
**Anchoring Effects:** relying primarily on the first piece of information presented in a chain of information to make a subsequent decision.

**Understanding Microaggressions:**

Let's see who actually took the time to read this information. Please take the time to find an informative book, article, or video on microaggressions and reflect on how to eliminate them in your work! While you are not required to, I welcome the opportunity for anyone to share ideas with me. [Shaniqua.l.crawford@lawrence.edu](mailto:Shaniqua.l.crawford@lawrence.edu)

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**Examples of Biases Investigators may possess:**



**How Bias Can Hinder Equity and Fairness:**



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## Reducing Bias:

Recognize and  
Correct

Actively Engage  
Diverse  
Individuals

Become  
Culturally  
Competent

Establish Criteria  
before Decision  
Making

Work with a  
Partner

## **ADDITIONAL RESOURCES:**

- *The American Bar Association*
- *The Psychology of Bias: Understanding and Eliminating Bias in Investigations: Amy Oppenheimer*
- *Implicit Social Cognition and Law, 3 Ann. Rev. L. Soc. Sci. 427, 431 (2007): Kristin A. Lane*
- *Blink, Malcolm, Gladwell; Little, Brown and Company, 2005.*
- **Understanding race:**  
<http://sparqtools.org/raceworks-videos/>
- [https://www.pbs.org/race/000\\_General/000\\_00-Home.htm](https://www.pbs.org/race/000_General/000_00-Home.htm)

### **Interview with experts:**

<https://www.cbsnews.com/video/authors-robin-diangelo-and-ibram-x-kendi-on-how-to-become-aware-of-privilege/#x>

- **Greater Good Science Center antiracism resources:**  
[https://greatergood.berkeley.edu/article/item/antiracist\\_resources\\_from\\_greater\\_good](https://greatergood.berkeley.edu/article/item/antiracist_resources_from_greater_good)  
(This resource has many good, accessible articles that reference research directly.)
- **Southern Poverty Law Center (SPLC) resources:**  
<https://www.splcenter.org/20150125/speak-responding-everyday-bigotry>
- [\*Blindspot: Hidden Biases of Good People\*](#)
- [\*Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do\*](#)