

Minneapolis Institute of Art

“We just have to treat everyone the same.”

Discussion about Bias

IPE Volunteers

May 2020

Mia

A quick exercise

Imagine a surgeon

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**Did your image look something like this?**



Our brains use shortcuts.

These shortcuts are created based on the information they are given:

Information from parents, teachers, media, the world around us

These shortcuts are another way to think about implicit bias.

We also need to consider how treating everyone the “same” doesn’t take into account historic and continued patterns of inequity.

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What we intend and what is heard or felt can be very different.



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## Scenarios to consider

A group of students and chaperones enter Mia at the 24<sup>th</sup> St. Entrance. They are all people of color. The staff member there, gruffly instructs them to go around the building to the other entrance since they have backpacks, instead of letting them walk through the museum.

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## Scenarios to consider

You enter a gallery with a tour group and encounter a separate group of friends in the gallery sitting on a bench laughing and talking loudly.

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## Scenarios to consider

You enter a gallery with a tour group and encounter a separate group of friends in the gallery sitting on a bench laughing and talking loudly.

How did you imagine this other group in terms of age, race, and gender?

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## Scenarios to consider

Consider how you'd react if that other group was

- White women over 50 - part of a Red Hat club
- South Asian 20-somethings dressed professionally
- Black teens in jeans and hoodies

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## Expectations for behavior - kids

“Please have your eyes on me while I’m talking.”

“Please sit down and sit still.”



OPINION

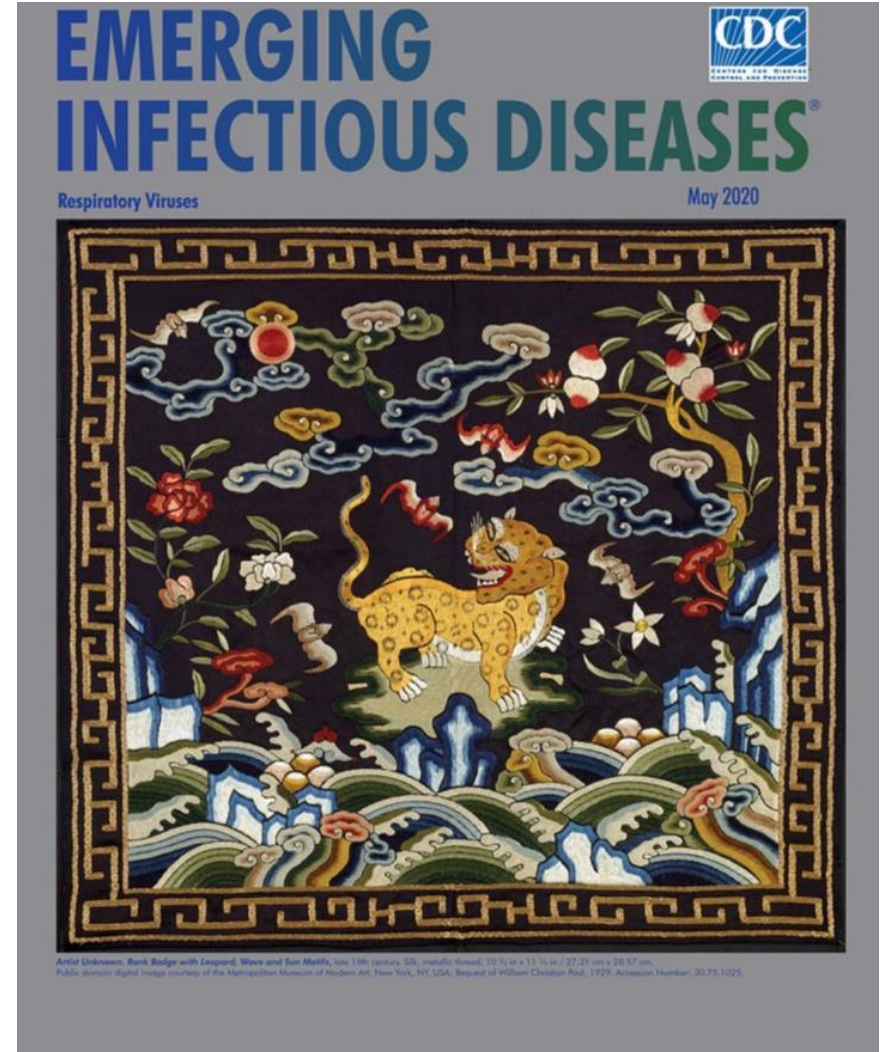
## The CDC's Misappropriation of a Chinese Textile, and Why It Matters

The cover of the May 2020 issue of the Centers for Disease Control and Prevention's *Emerging Infectious Diseases* journal stokes xenophobia against Asian-Americans by identifying COVID-19 as a Chinese disease.



Michelle C. Wang May 11, 2020

f t e 3.4k Shares



What can we do to counteract implicit bias?

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## SPACE2

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Slowing Down

Perspective Taking

Asking Yourself

Cultural Intelligence

Exemplars

Expand



*Star Path*, 2017, Tom Hammick



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## SPACE2

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To manage bias, we must  
create **space** between our  
automatic reflexes and our  
responses.



*Star Path*, 2017, Tom Hammick

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## SPACE2

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## Slowing Down:

being mindful and  
considered in your  
responses to others



*Polaris*, 1987, Martin Wong

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## SPACE2

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## Perspective Taking:

actively imagining the  
thoughts and feelings of  
others



“Spinaround Plan-It Coin Bank” mechanical bank, 1959

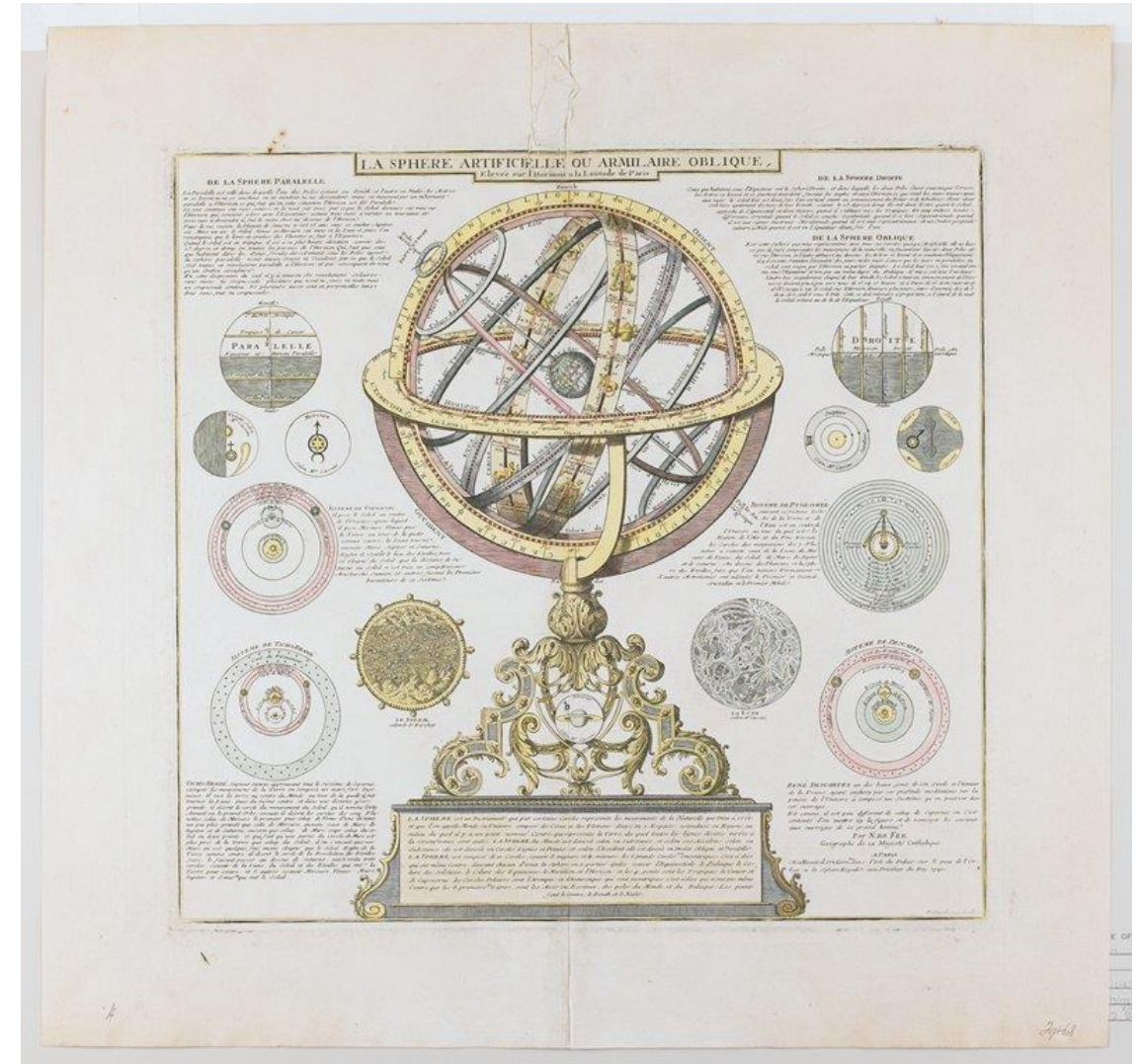
# SPACE2

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## Asking Yourself:

active self-questioning to  
challenge your assumptions



*The Artificial or Oblique Armillary Sphere, 1740, Nicolas de Fer*

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## SPACE2

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**Cultural Intelligence:**  
interpreting a person's  
behavior through their  
cultural lens rather than  
your own



*Night Sky Near Bismarck, North Dakota, 1981, Thomas F. Arndt*

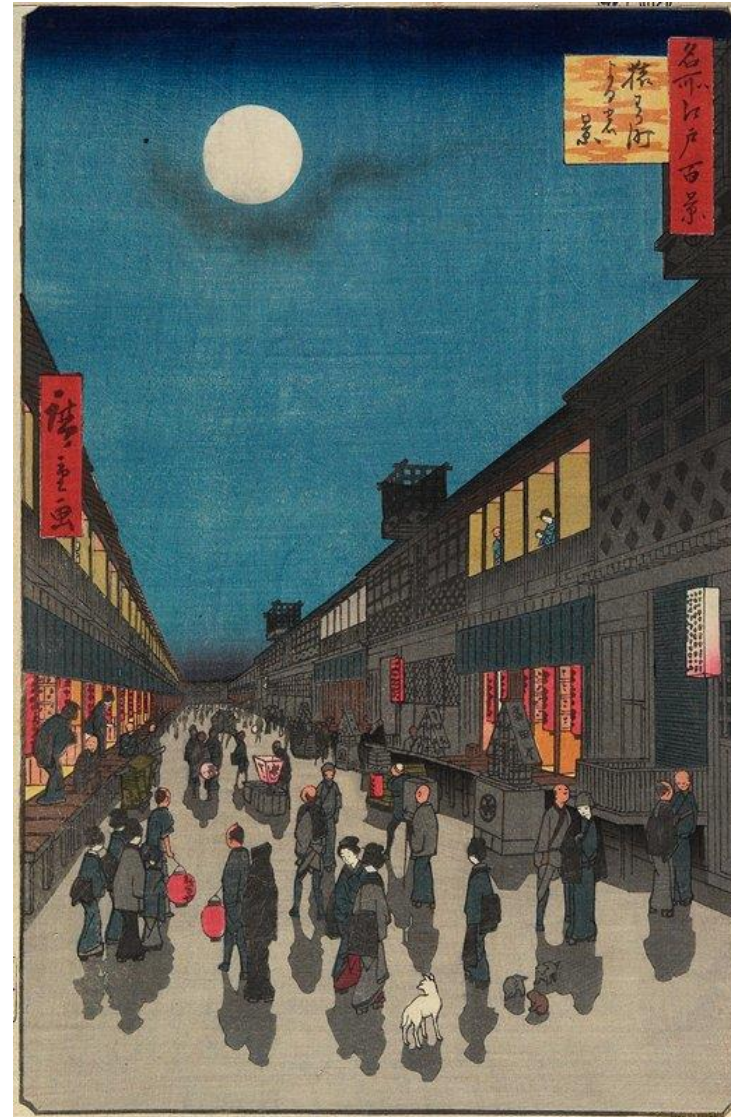
## SPACE2

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## Exemplars:

identifying counter-  
stereotypical individuals



*Night View of Saruwaka-machi*, 1857, Utagawa Hiroshige

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## SPACE2

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### Expand:

the formation of diverse  
friendships



"Sputnik Bank", c. 1957

# Divergent Thinking – Move Beyond Stereotypes



*Sharecropper*, 1952, Elizabeth Catlett



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## More ideas for counteracting unconscious bias

- Use inclusive language
- Expose yourself to counterstereotyping imagery
- Use social media to seek out and amplify voices different than yours
- Find members of underrepresented groups that you admire
- Use your imagination to counterprogram your brain