

Implicit Bias In Transfer Support



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WHY We Do This Work

Skyler




Dri



Andrea



What is your why? Go to **menti.com** and use the code **30 79 62 2** to let us know! (This could be a personal experience, a mentor, an educator, a coach, a family member, etc. The possibilities are infinite!)



SB 121 established that Transfer Centers incorporate the identification, development and implementation of strategies designed to enhance the transfer of low income, disabled and first generation college students.

https://www.asccc.org/sites/default/files/publications/rec_trans_guidelines07_06_0.pdf

**1st generation, students of color and
Disproportionately Impacted students
make up over 69% of CCC attendees.**



What is implicit Bias?

“Implicit bias refers to unconscious attitudes, reactions, stereotypes, and categories that affect behavior and understanding. In Higher Education, implicit bias often refers to unconscious racial, ethnic, gender or socioeconomic bias towards students, which can be as frequent as explicit bias (Boysen, et. al 2009)

Implicit bias may be as harmful as explicit bias. It is often categorized as “unintentional”, which deflects accountability and further perpetuates the harm bias creates.



Recognizing Implicit Or Unconscious Bias

Bias is not always fraught with bad intentions

- It is not specifically tied to race or ethnicity
 - ▷ E.g. age, gender, sex, sexuality, disability, citizenship status, national origin etc.

As Educators, unconscious bias may not feel deliberate; it may not even reflect our values and intentions or even our lived experiences.

Affinity Bias - Also known as similarity bias, and the most common form, is the tendency people have to connect with others who share similar interests, experiences and backgrounds.



Examples of Implicit Bias

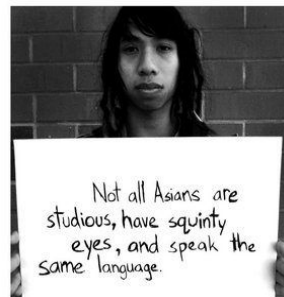
Collegial Examples

- Students will fail without non-transferable classes (context AB 705)
 - ▷ Assumption of intelligence in math & science success
 - ▷ Potential allies make assumptions about academic ability from traditionally underserved students
- Impose our own ideas about what services or support students want or need

“

I don't see color in education means I don't see you unless you act like me or the way I want you to be.

Dr. Christopher Emdin
in Education Week Teacher



To know the true reality of yourself, you must be aware not only of your conscious thoughts, but also of your unconscious prejudices, bias and habits.

-Source Unknown



Intentional Practices for Addressing Implicit Bias

Personal Practices ⇒

- Holistic approach to providing services by collaborating with diverse departments
- Develop a mentorship approach to connect students to one another
- Ask! Don't assume what students want or need based on their background



Intentional Practices for Addressing Implicit Bias

- Be Intentional: Transfer services should start at the beginning of a student's academic trajectory.
- Meet students where they are at⇒
 - Do not assume that website accessibility, sending mass emails, or making yourself available for appointments is effective
- Reach out to support programs that serve DI students to collaborate on embedded support
 - EOPS, Foster Youth, Umoja, Puente, DSPS/SAS, Learning Communities



Intentional Practices for Addressing Implicit Bias

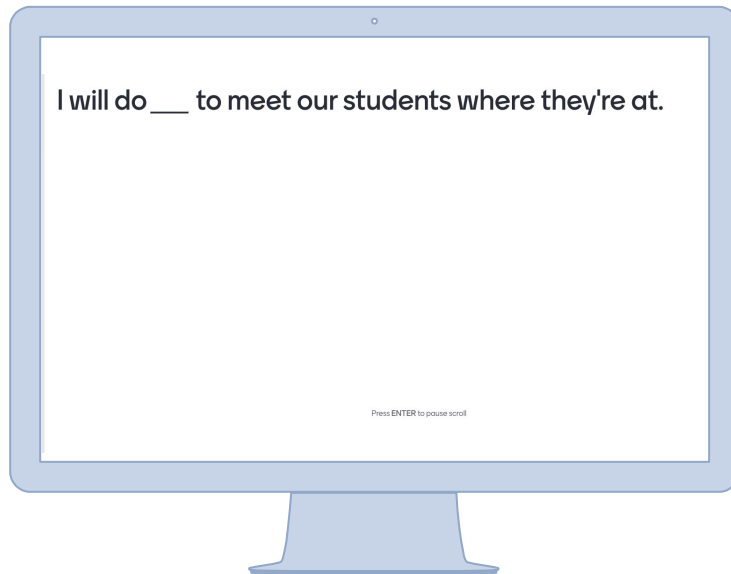
- Transfer is the institution's responsibility - approach equity & inclusion collaboratively
- **“Transfer as Transformation”**
 - ▷ Students attending a CCC that are connected intentionally to services are transforming their lives personally & academically and paying in forward. .



Setting Intentions: Time to Take Action

menti.com

code: 30 79 62 2



Presentation Resources

Participants interested in taking the Implicit Bias Test please select the link below. Results will not be discussed during the webinar as this tool is for self and institution reflection. Additionally, the link provides additional information about Project Implicit and training for addressing Bias in ourselves and other entities.

<https://www.projectimplicit.net>

<https://kirwaninstitute.osu.edu/research/understanding-implicit-bias>

https://www.asccc.org/sites/default/files/publications/rec_trans_guidelines_07_06_0.pdf

<https://foundationccc.org>



Thank you!

Let's keep the momentum going!

To connect with us, complete the Google Form that has been placed in the chat.

<https://docs.google.com/forms/d/e/1FAIpQLSdrj8WfnH00f8dGiiApRhumKuD6GozwPfi4lbKNK2fMTNzZMw/viewform>