

# Section 6 – Implicit Bias Overview

***“Deconstructing our unconscious bias takes consistent work. We can’t address it once and be done. We need to recognize these unwanted, deep-rooted beliefs and limit their influence on us. Then our actions will match our intentions.”***

- ***Sarah Fiarman, Unconscious Bias: When Good Intentions Aren’t Enough***

The consequence of implicit bias in society is powerful and can be challenging to face since we may not even be aware of them. The Merriam-Webster Dictionary defines implicit bias as the prejudice that is present but not consciously held or recognized. Implicit bias has implications in an individual’s personal life, professional life, and community. Benchbook Committee members recognize the importance of this issue and believe information in this section can help judges be mindful when making judicial findings and orders.

This section includes three primary resources exploring implicit bias in the judicial setting. Two additional resources provide information regarding how implicit bias influences behavior, how to reduce implicit bias, and the disproportionate prevalence of individuals with specific ethnic and socio-economic challenges in the child welfare system.

- I. This resource explores implicit bias from a research perspective using statistical data to explore racial disparity and barriers and practical tools a judge can use to avoid implicit bias. (See, *Donald, B.B., Rachlinski, J., & Wistrich, A.J., 2020*)
- II. How do most individuals view implicit bias? How does implicit bias impact decisions? How can implicit bias be reduced in juvenile and family courts? (See, *Marsh, S. C., 2019*)
- III. This resource is a bench card offering concrete strategies to address implicit bias. (See, *National Council of Juvenile and Family Court Judges, 2018*)

