Our Work Today Includes:
- Understanding the Nature of Bias
- Bias and the "Human" Self
  - Attitudes Inform Actions
- Inclusion Requires Intention
- Take-away

Understanding the Nature of Bias
- Representativeness
- Equivalence of Single Methods to Generalization
- Automation

Explicit Bias
- Does it exist or on purpose?

Implicit Bias
- Recent work links personal factors
  - Knowledge, competence, motivation
  - Current individual beliefs

Bias and the "Human" Self
- Personality
  - History
- Culture
- Experience
- Opportunity

Inclusion Requires Intention
- Evidence-Based Practice
- Strengths-Based Practice

Attitudes Inform Actions
- Attitudes → Assumptions → Actions

Take-away
- Mindfulness: reflect on yourself and self-observation
- Presence: be present and aware of own experiences
- Language: choose words that support a growth and high self-efficacy
- Action: move forward and empower
- Reflection: self-observation on outcome
2018 National Conference on Special Needs Planning and Special Needs Trusts
Implicit Bias and Individuals with Disabilities
Crystal C. Coombes, M.Ed., LPC, CRP
October 17, 2018

Crystal C. Coombes is the Accessibility Administrator for Virginia Commonwealth University, an urban research university in Richmond, Virginia. She is a recognized expert in the field of accessibility, disability and inclusion. With over 30 years in the field acting as a Licensed Professional Counselor, Certified Rehabilitation Professional, and university administrator, Coombes brings a unique perspective to the understanding of Implicit Bias.
Implicit Bias and Individuals with Disabilities

A Toolkit For Inclusion Recognizing The Value of Difference
Our Work Today Includes:

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Understanding the Nature of Bias

BIAS Can BE:
- a personal preference
- a pattern of thought that leads to generalizations
- an attitude

Explicit Bias-- done with or on purpose

Implicit (or intrinsic)--
- a normal neuro-biological process for the brain
- an unconscious attribution
- an unintentional/subliminal belief
Cognitive Psychology 101

Attitude

- learned tendency
- cognitive belief
- knowledge

Affective

feel emotion

Behavioral

act behave

(Desair, 2013)
Bias and the "Human" Self

Personality

History

Culture

Experiences

Opportunities

Gender

Age

Generation

ME
Attitudes Inform Actions

Attitude → Assumption → Actions

Individuals with disabilities are more likely to:
- Be victims of a crime
- Experience discrimination than a peer of color
- Be considered less competent than peers with similar backgrounds and education/training
- Earn at least one-third less than a peer without a disability
Individuals with disabilities are more likely to:

-- Be victims of a crime

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A Boy...
and his dog...
**What are we thinking?**

**Bias**
Bend or tendency - an inclinations of temperament and sometimes unreasoned judgement - favor of or against a thing, person, or group compared with another in a way that is considered to be unfair.

**Stereotype**
Something conforming to a fixed or general pattern; a standardized mental picture that is held in common by members of a group that represents an oversimplified opinion, prejudiced attitude, or uncritical judgement.

**Micro Aggression**
A comment or action that subtly and often unconsciously or intentionally expresses a prejudiced attitude toward a member of a marginalized group (or protected identity), such as a person with a disability (or a caregiver/parent).
But, what if "difference" is embraced? Is a strength? Is valued?

What if...
ADHD is an asset when working a fast moving line?

Autism gives a unique perspective?

Down Syndrome is a people-skill-maker?

A dual diagnosed makes an entrepreneur?

Deafness and blindness creates the teacher?

Dyslexia makes the actor?

A terminal condition leads to a big bang?
A Boy...
and his dog...
"The Present"

Jacob Frey is an award-winning director / character animator from Hilden, Germany. His short films have been screened on numerous film festivals worldwide where they have won over one hundred awards in total. His short film THE PRESENT (2014) went viral on social media once it got released online in early 2016 and caught over 150 million views.

His credits as an animator include Walt Disney Animation’s “Zootopia” & “Moana” as well as Illumination Entertainment’s “The Secret Life of Pets”. He also worked as a character animator for London based Magic Light Pictures, where he animated on the Oscar-nominated short “Room on the Broom”.

In 2010 Jacob already spent one year in Los Angeles where he worked at the renowned animation studio Psyop.

http://www.jacobfrey.de/about-me/
Inclusion Requires Intention

Etiquette

Person-Centered

Universal Design

Strength-based/Positive
**Take-Away**

- **Mindfulness**: Understand self and self with others
- **Presence**: Be present in the moment and in each unique circumstance
- **Language**: Choose words that support strengths and highlight opportunity
- **Actions**: How you are is who you are
- **Reflection**: Life is a process not an end point
Questions?

Contact Information:
Crystal C. Coombes
Accessibility Administrator Serving
As the ADA/504 Coordinator
VCU Equity and Access Services
cccoombes@vcu.edu
(804) 828-8532
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Loehr, A. (2017). Fight your own bias with these three tips. Huffington Post. Retrieved from https://www.huffingtonpost.com/entry/3-tips-to-fight-your-own-bias-with-these-three-tips_us_588a64f0e4b0020i224b303


