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Responsibility for Interpreting Implicit Bias

ABSTRACT

Social psychologists often describe “implicit” racial biases as entirely unconscious. However, recent empirical evidence consistently suggests that individuals are aware of their implicit biases, albeit in partial, inarticulate, or even distorted ways. This evidence also demonstrates that different ways of *interpreting* implicit biases have radically different effects on how individuals think, feel, and act. This talk sketches how context, social meanings, individual differences, and structural power relations influence the interpretation of implicit bias, and explores our individual and collective responsibility for interpreting implicit bias as justly and accurately as possible.