

Just Voices

SPEAKING TRUTH. SEEKING JUSTICE.

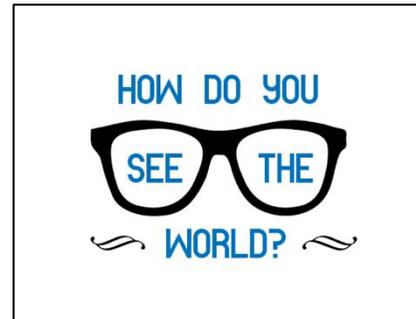
Years of research, interviews, and study have shown that Iowa has a problem with racially-biased policing. Just Voices is an initiative to raise victim's voices, speak their truth, and seek justice.

FACT SHEET: Explicit and Implicit Bias

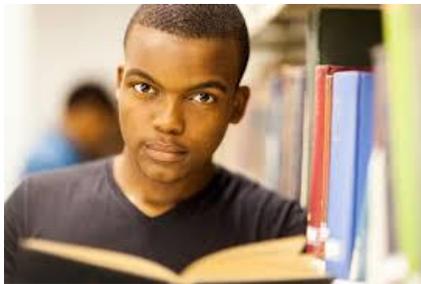
Understanding explicit and implicit bias is important and key to addressing racial profiling and racially-biased policing.

Explicit Bias

Explicit racism is relatively easy to identify when it occurs. It's obvious and undeniable. With social media, videos are commonly shared of explicit bias in action. **Explicit bias refers to the attitudes and beliefs we have about a person or group on a conscious level. Expressions of explicit bias (discrimination, hate speech, etc.) occur as the result of deliberate thought.**



Here are two examples of explicit bias that happened in high schools in and near Des Moines:



In June 2014, at Des Moines Roosevelt High School a student responded to a question from the teacher by saying, "Yes, sir." The teacher admitted answering the student by saying: "Don't you mean, 'Yasser, massa?'"

In 2015, students in Urbandale High School were overheard calling a female black student a slave. When the teacher intervened a white student responded, "What did that n—r say? She needs to go back to where she came from."

Implicit Bias

Implicit bias is more difficult to identify. The [Perception Institute](#) explains it this way. "Thoughts and feelings are 'implicit' if we are unaware of them or mistaken about their nature." We have a bias when we have a preference for (or aversion to) a person or group of people rather than being neutral. Thus, **the term "implicit bias" describes when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.**

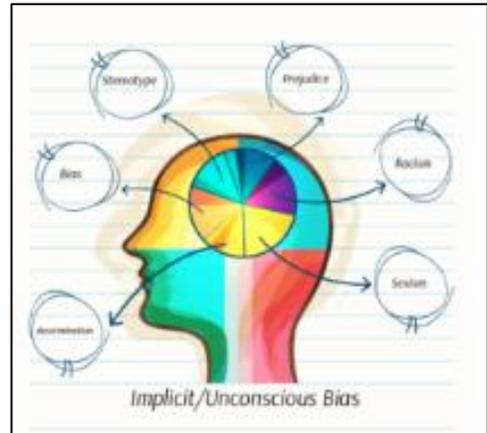
A fairly commonplace example of this is seen in studies that show that white people will frequently associate criminality with black people without even realizing they're doing it.”

Another example is when whites and blacks were sent to bargain for a used car, blacks were offered initial prices roughly \$700 higher, and they received far smaller concessions. Our implicit biases are so ingrained and automatic they are formed in an instant.

“I Don’t See Color. . .”

Nicholas Kristof, an editorial writer for the New York Times, put it this way:

“To better understand the roots of racial division in America, think about this: The human brain seems to be wired so that it categorizes people by race in the first one-fifth of a second after seeing a face. Brain scans show that even when people are told to sort people by gender, the brain still groups people by race.”



CASE IN POINT: BEAVERDALE, IA – A GREAT AMERICAN NEIGHBORHOOD...FOR SOME

April 2015 – A Pastor and his passenger were pulled over in Beaverdale by two policewomen. The officers drove past them going in the opposite direction, made a U-turn and then pulled them over. When the driver asked why they were stopped, they were told it was because they had a light out around the license plate of the vehicle they were driving. No ticket or warning was issued. The Pastor believes that the decision to stop the vehicle was made before the U-turn and before the police could see the rear license plate bulb.



May 2015 – Two African American female teenagers were pulled over by two policewomen on prom night. Marijuana was alleged to be found in the vehicle. The officers told the ladies that the charges would be dropped if they could give them information about anyone who illegally had possession of a gun.



April 2015 – Two young African American men were pulled over by two policewomen on Beaver Avenue in Des Moines. The police made a U-turn after they passed the young men. The Officers asked where they were going, where they were coming from, if they lived in the neighborhood, etc. After checking their identification, insurance and registration the policewomen told them they could go. No reason was given for the stop. No ticket or warning was issued.