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<div align="center">The Decisions We Can't Control</div>

Today, our society is the most progressive it has been since the civil rights movement: we have legalized women's suffrage and made many more structural changes that benefit us. However, we still suffer from the repercussions of our previous oppressive hierarchies. This effect is projected from our subconscious minds and has been coined as implicit bias. The term "implicit bias" refers to the unintentional attitudes, preconceptions, and stereotypes that affect how we perceive and behave toward others. Even when people are not conscious of it, these biases, which might be founded on cultural, historical, and personal experiences, can result in discrimination. This is a serious detriment to minorities or groups facing implicit bias within our modern world as it can affect employment, housing, education, and criminal justice. The gravity of this problem is largely overlooked and not properly adhered to.

As such, I want to perform a study on implicit bias and what groups are commonly affected by it or the most prone to it. Additionally, I also want to highlight the real-world effects it has and the problems it can cause. First, the presence of implicit bias among health professionals and how it can cause health disparities within different ethnic groups (FitzGerald). This is one of the most crucial/urgent impacts implicit bias has within our society as it directly affects the population's health. The second is how it can be present within our everyday lives, which can be tracked through microaggression, bullying, and also bias through politics (Ghosh). This leads me to how we understand and measure implicit bias as it is a subconscious process.

Researchers formulated the IAT, Implicit Association Test, which measures decision-making and tests for implicit bias. This is the basis and the most probable method we have so far to measure subconscious biases (Lowes). Implicit bias leaks into all professions as it is within all people. One of the most common examples is systemic racism and the oppressive law enforcement and judicial system. Beginning with the death of George Floyd, Keith Payne, author of "Implicit Bias Reflects Systemic Racism," explores the innately prejudiced justice system rooted in implicit bias (Payne). The current lackluster solutions or efforts being made to solve such problems is a critical factor that needs to be bolstered. Most professions are put through implicit bias training to reduce such prejudices; however, it's not taken seriously enough (Applebaum). Given all these studies, they highlight the problem and potentially how to better solve it, but they don't focus enough on the people who are directly affected by it. There isn't much of a demographic established as to what groups are affected by implicit bias and what groups don't really face it. This is the foundation of my study as I want to research how much implicit bias differs between racial and ethnic groups and genders.

Methods Section:

Positionality Statement:

My name is Raghava Katuru and I'm a first-generation American from Danville, California. I was born in Fremont, California but I lived in India for some of my formative years before moving to my current residence in Danville. I graduated from Monte Vista High School and decided to attend the University of California, Davis. I am a Regent Scholar and I major in Cell Biology. During high school, I did multiple internships and shadowed at dental practices as I aspire to become an oral surgeon. I also co-founded a club called Auxilium; Auxilium provides a platform where students can guide each other on how to manage school life, and balance
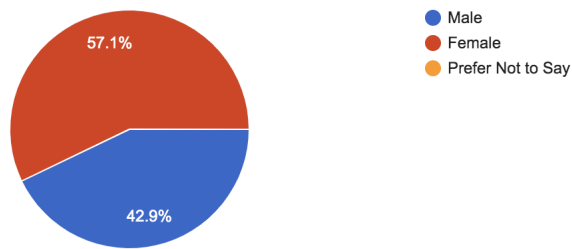
athletics, and other extracurricular activities. Through discussions, presentations, and helping form community circles, I help motivate and mentor other students on such topics. I volunteered at Seemandhra Forum, (SAF) a non-profit organization that aids in the development of the Seemandhra region of India. It focuses on activities that foster education and health by building on social responsibility with local participation. As a volunteer, I primarily spearhead our social media campaign and help with fundraising activities. Working with SAF has given me the opportunity to interact with a diverse group of people. Along with growing my communication skills, I learned that community-based initiative is the most effective- a lesson I later used when starting Auxilium. Furthermore, I was involved in the Indian culture club where we taught the many facets of India such as its history, mythology & religions, and introduced its diverse cuisines to new people. I've always spent my life trying to teach others about my race and culture and inform them of my background so they were more understanding toward me. Given this, I want to study how people treat others based on their different backgrounds and race. Is it a purposeful treatment or is it subconscious?

Participants:

The participants in my study were UC Davis, undergraduate students. The results from my demographic studies were fifty-seven percent female and forty-three percent male. The ethnicities recorded were twenty-nine percent Asian Indian, forty-three percent Asian, fourteen percent Hispanic, and fourteen percent caucasian. The overall demographic of participants includes multiple ethnicities and the majority of participants are Asian. The overall diversity of my participants is pretty solid and gives me a good foundation of data to work with.
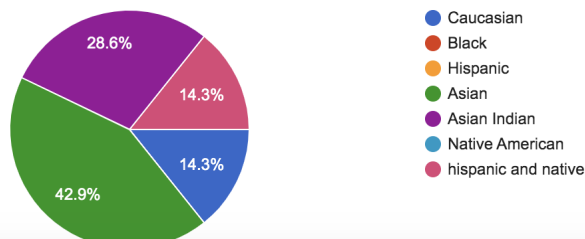
1. What is your gender identity?

7 responses

57.1%

42.9%

- Male
- Female
- Prefer Not to Say

2. What is your ethnicity?

7 responses

28.6%

14.3%

14.3%

42.9%

- Caucasian
- Black
- Hispanic
- Asian
- Asian Indian
- Native American
- hispanic and native

Instrument:

In order to collect data I created a ten-question survey that I created on google forms and I promoted the survey online on social media as well as asking fellow students if they could take it. I collected my data over the time period of February 16th to the 21st. Although, I would like to collect more data if possible so the time frame is technically continuing. My survey consisted of five Likert scale questions, four multiple-choice questions, and one open-ended question.

Analysis:

I used my data in numerous ways to answer my research question. The whole point of my research is to establish a demographic of implicit bias and what ethnicities experience it more often. I can accomplish this by first creating a demographic of people who took my survey and then using the other questions in my survey to get an idea if those people experienced implicit

bias. The data I father will help me establish a new demographic of ethnicities who experience implicit bias which will answer my research question. Essentially, I will understand the level of severity of implicit bias each ethnicity faces. I'll use statistics from the questionnaire and I based on the open-ended response question I can also analyze and use potentially anecdotal evidence if my participants decide to share. I also plan to source other references that are credible and well-renowned since I may not be able to get as many participants as I would like for my survey. This will allow me to further expand on points that I may not be able to extrapolate from the limited data I currently have.

Results:

The results from my questionnaire came back with the results that I expected. Most of the students who took the survey actually mentioned that they often found people treating others differently based on their appearances. The question yielded a median result of 4.0 out of 5 which shows the severity of the issue. Around 55.6% of the students experienced microaggressions towards them that indicated some form of implicit bias. The participant demographic was overall pretty diverse and split which allows me to have a better accuracy over the multitude of ethnicities and their experiences. The charts below display the participant percentages by gender and ethnicity.

1. Number and percent by gender
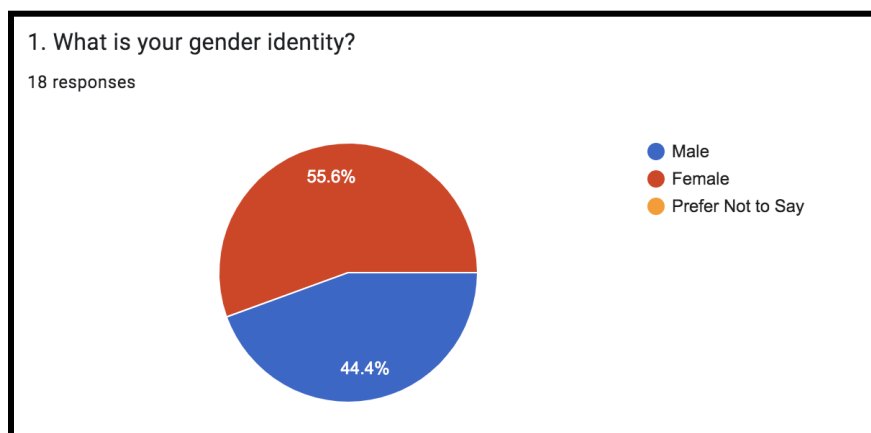
2. Number and percent year/major/other variables of interest
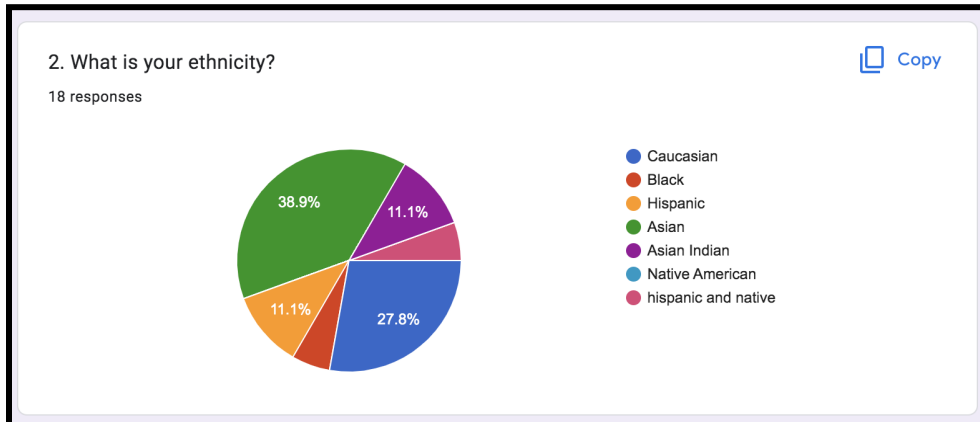
* percentages are unable to be depicted but each sliver that doesn't have a percentage is 5.55%

In addition to the participants feeling like they've been treated differently based on their ethnicity, they also feel like they've been treated differently by gender. Fourteen out of eighteen participants answered four or higher on the Likert scale (out of five) indicating that it happens quite often. I was surprised by the results overall that it happens so often to other people since I don't really hear about these types of experiences often.

Discussion / Conclusion:

The other studies or references I have all focus on the presence of implicit bias and how to derive it as well as the implications or real-world damaging effects it can have. My research focuses more on the people it has affected, their experiences, and what types of people experience it more than others. This facet of the field is geared to focus on the people rather than the problem itself. The victims and minorities who experience it are often overlooked when talking about implicit bias which is why I wanted to bring them into the light with my research.

My first reference focused on the healthcare field and how implicit bias affects patient care. With my study, I could aim to determine what types of patients are more negatively affected and establish a demographic through the correlation of my responses. This would be how my research is applicable, different from other studies, and how it expands on the material already out there. This would help because as a whole we can get an understanding of the severity of implicit bias by viewing it directly from the perspective of the populous. Overall my study found out which ethnicities experienced the most implicit bias through a series of Likert scale questions from my survey.

Some next steps I can take to answer and complete my study is what can I do with the information I'm given to better understand and solve the problem at hand. Are there any solutions I can propose? Since the purpose of this study is to gather information to create a demographic of implicit bias, what can I do with the given information to make it better for everyone? Of course, it's not an easy question to answer but it's something that keeps me motivated on the study at hand.

The topic of implicit bias is a difficult one to talk about especially since it's something that many people are hurt by. As I've grown older, I realized that there were a lot of experiences in my childhood that were rooted in such bias. I didn't think that it could happen at such a young age to children as well but it can happen to anyone and everyone no matter the age or gender. Some of my participants shared their own personal experiences which were mostly geared toward the difficulties they face as women in STEM and how they are often overlooked for their talents. My message and what I hope to inspire others to do after reading my paper is to be more aware and conscious of situations where such behaviors occur. Whether you make an innate assumption about someone on their appearance or treat someone differently because of their

gender, or if you see it happen to someone else, be able to recognize it. After all, by highlighting the problem it doesn't become implicit anymore but rather a forward and outright bias in we can identify. The catalyst for change starts within us and how we perceive ourselves and others.

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