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THE NEXTIONS IMPACT

Implicit Bias vs. Explicit Choice

Dr. Arin Reeves

In the past few weeks, a white person has called law enforcement to address black people doing the following things:

- For barbecuing in a location for barbecuing.
- For napping in a common area in her own dorm.
- For mowing a lawn he was hired to mow.
- For working out at a gym he was invited to work out at.
- For eating the sandwiches they paid for at Subway.
- For trying to use her community pool which she and her son accessed with their FOB.
- For going door to door to meet with her constituents that she was elected to represent.
- For golfing at a golf club at which they were members.
- For waiting for a friend before they ordered at Starbucks.
- For walking his child in a stroller on a public street.
- For trying to use a coupon at CVS.
- For listening to a CD on Yoga in his car.



In every single one of these situations, the black person/people did not do anything to initiate the interaction with the white person who called the police.

white people who felt and followed up on the urge to call the police other than the white person feeling like "something just didn't look right."

While the feeling of something not looking right is reliant on implicit biases, the calling of the police is an explicit action. Calling the police requires you to describe to someone what you are seeing and why you feel it's suspicious. Once you begin to describe something, the thinking has shifted from the unconscious to the conscious. Once the police arrive, and you have to continue the conversation to defend your actions, the thinking has gone from conscious thinking to critical thinking, an even higher level of thought.

Implicit bias is an automatic reaction, but explicit bias is a conscious choice. Usually, we have filters in our brains that catch implicit bias from becoming explicit bias, but in an environment where people feel entitled to ignore their filters, the path from implicit to explicit is fast and unobstructed. What creates an environment where people feel entitled to ignore their filters? Simply, the presence of others who are ignoring their filters.

If it feels like there is a sudden deluge of white people calling the police on black people engaged in everyday activities, you are reading the environment correctly. The fact that it's happening makes it more likely to happen, and the more we share the videos of it happening, the more we contribute to an environment where it will happen again.

If we want to start preventing this phenomenon, we will get nowhere with the implicit question "what would make them do that?" We need to start asking the explicit question "why did they choose to do that?"

Inclusion today requires awareness of implicit bias, but it has to start with recognition of and accountability for explicit bias. The good news is that the police officers in many of these instances have supported the black people. Employers are paying attention and taking action against employees who are doing this. There are more white people who are speaking up when they witness these incidents and stepping in to be unwavering allies.

We can stop this nonsense from continuing to happen.

We begin by talking more about how people who called the police unnecessarily were held accountable instead of talking about what they did. We talk more about the allies who stepped in than the

The nonsense is on a roll, and it's picking up steam.

But we can stop its momentum if we make our own explicit choices as to how we will engage with it.

Mahalo!
The Nextions Team



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Joy

we approach our work with joy every day with the commitment that joy requires passion for what we do, gratitude for our ability to do it, and a positive attitude for how we do it.

Excellence

we pay attention to every detail in our environment, our actions and our work with the commitment that no detail is too small to matter.

Kindness

we are kind in every interaction with each other, our clients, and our partners with the commitment that being kind is a choice we make regardless of what is going on around us.

Kaizen

we continuously improve our environment, our actions and our work with the commitment that we can always do it better.

Kairos

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we lead with innovation in our ideas, our service and our actions with the commitment that leadership requires imagination, courage, and integrity.



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