



Slip-Sliding Away:

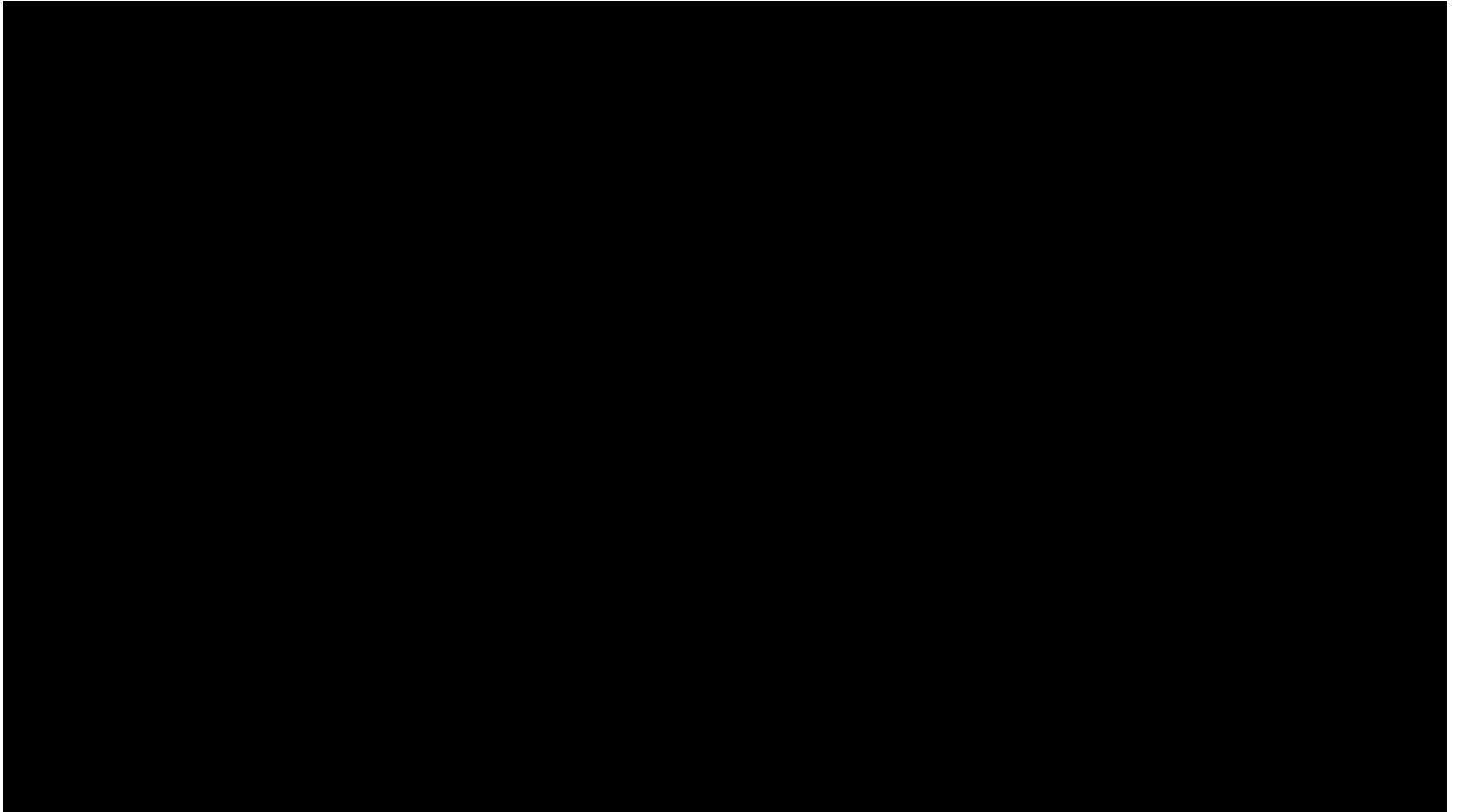
**How Implicit Biases
Erode Ethical Judgment**

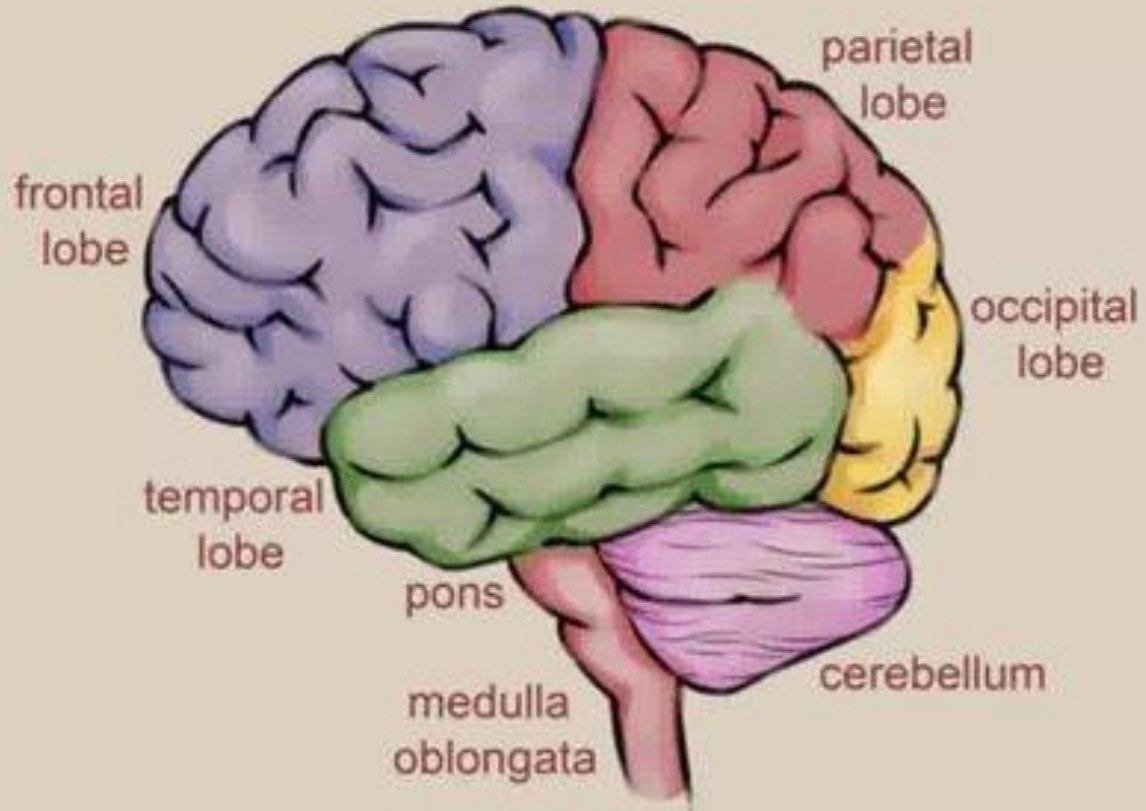
BAFFC Advocacy Seminar

October 3, 2022

Presented by: Kate Margolis

Bounded Ethicality





Fast Thinking vs. Slow Thinking

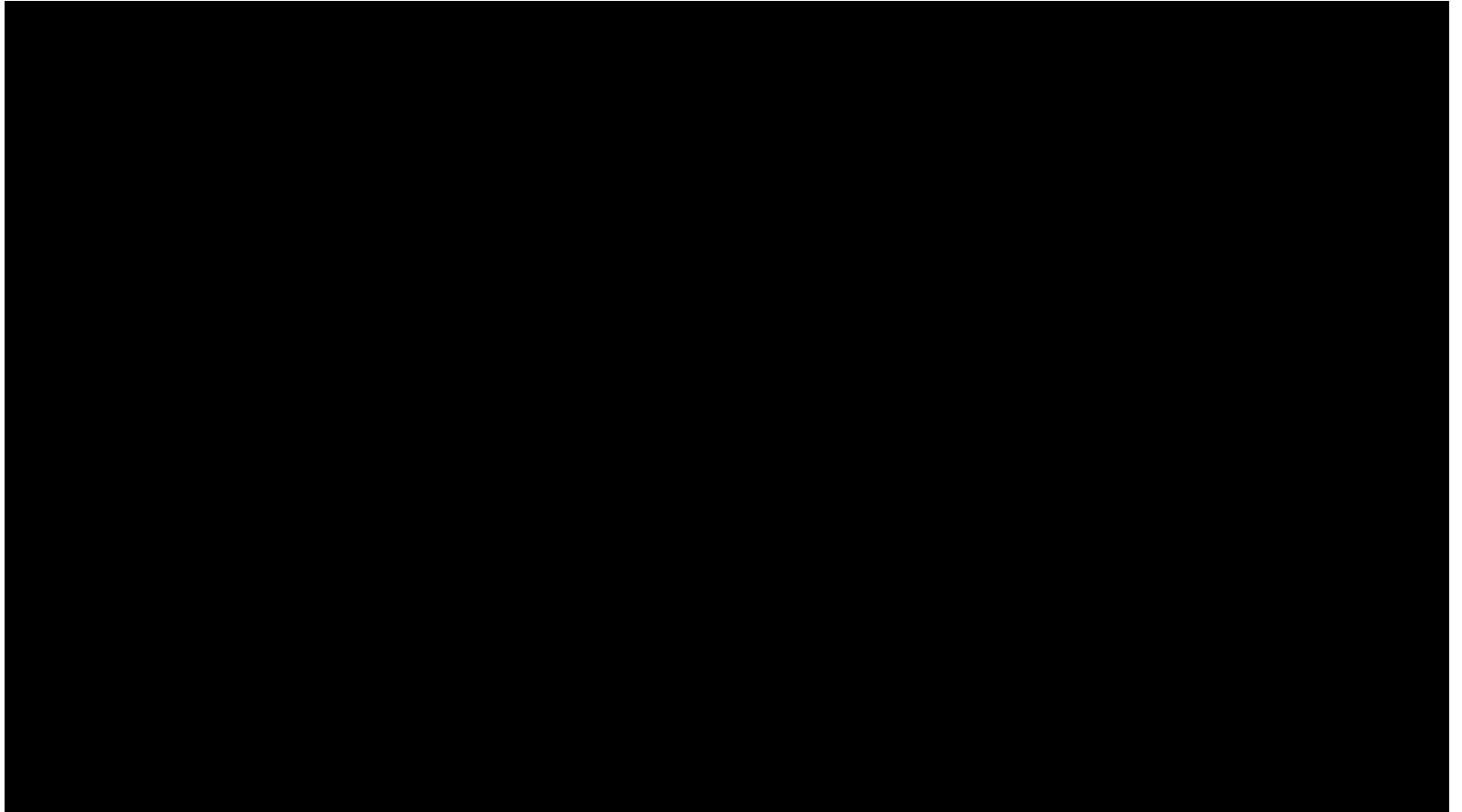
Fast Thinking – associative, automatic, intuitive, unconscious, and effortless

Slow Thinking – analytical, deliberate, reflective, conscious, and effortful

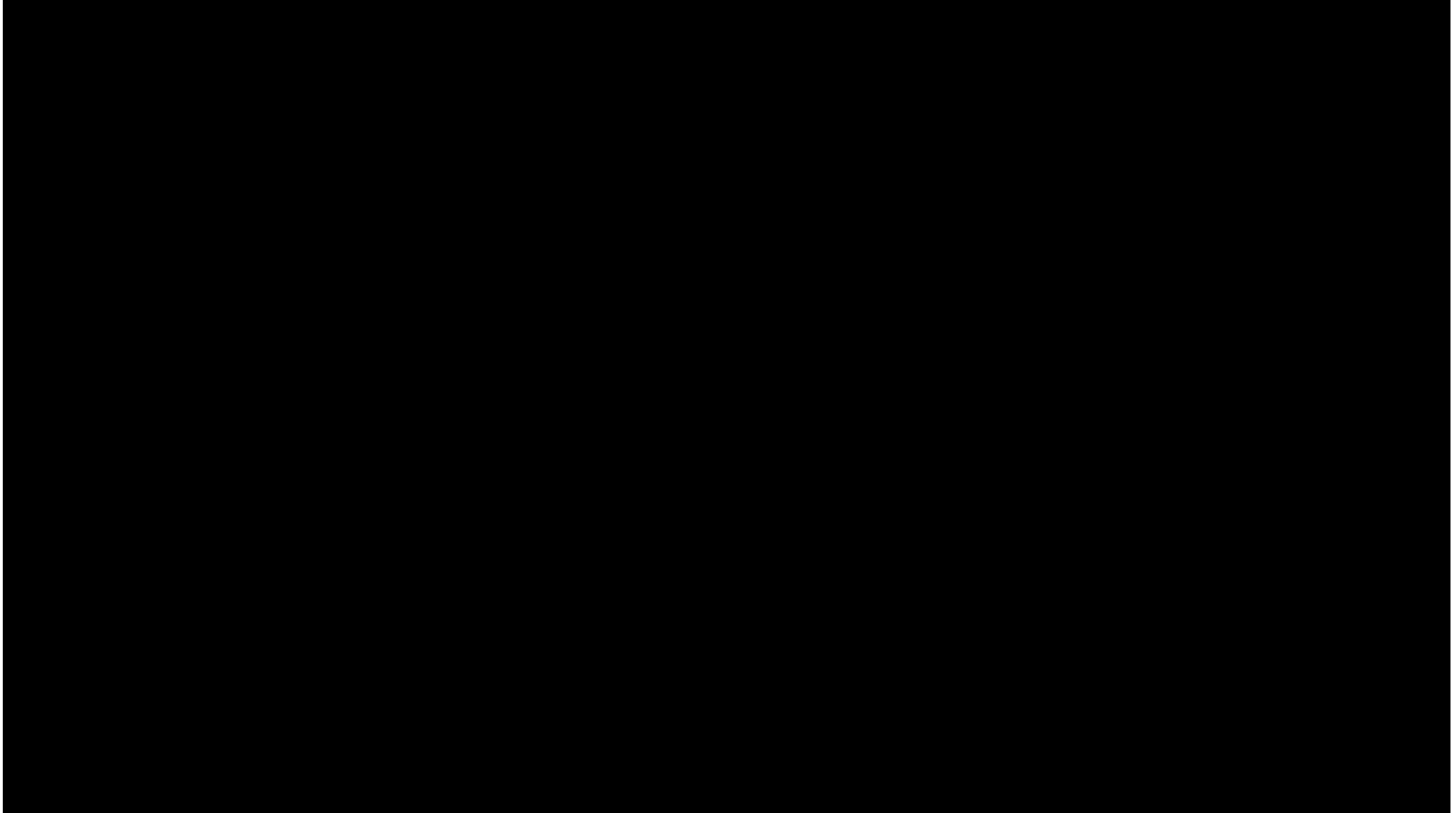
The Elephant and the Rider



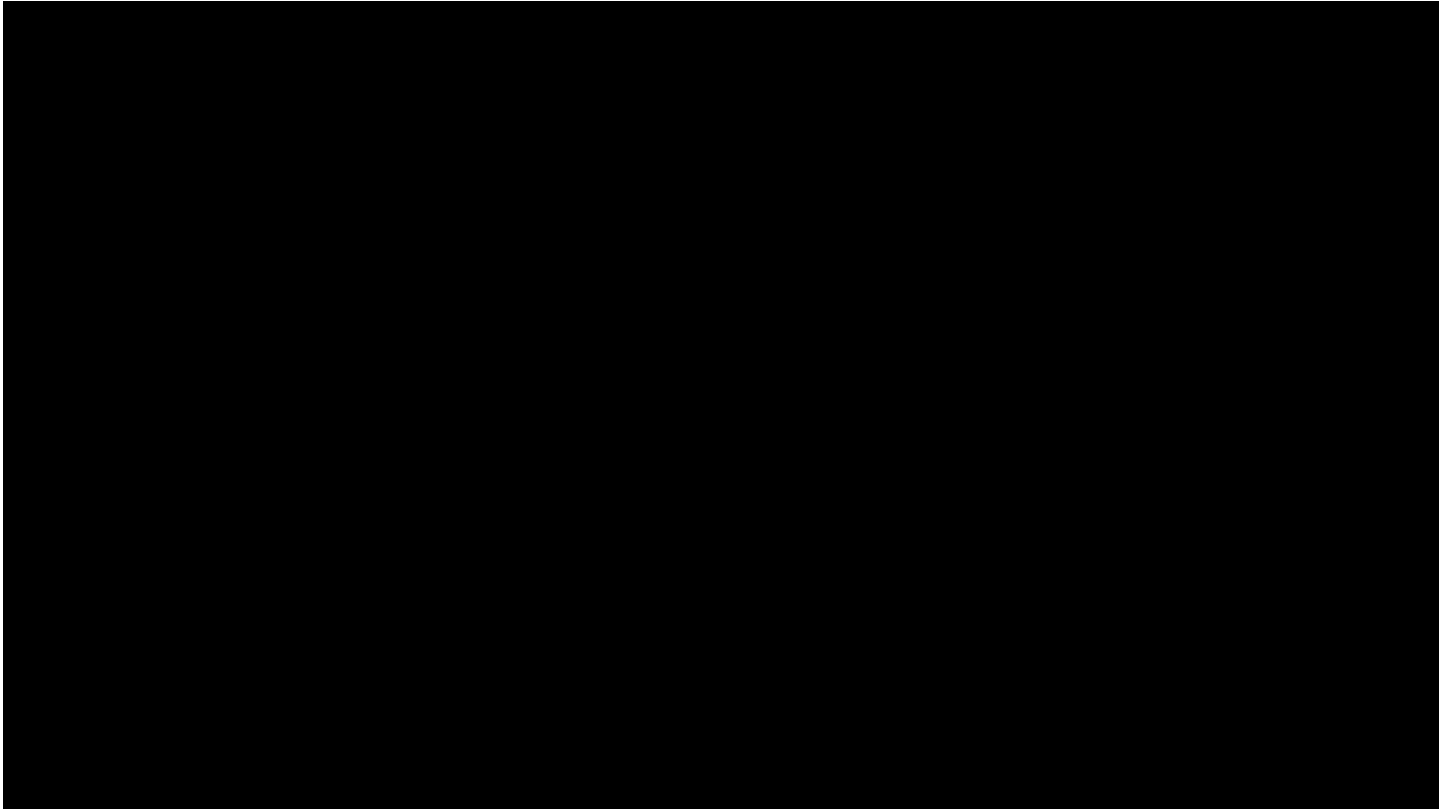
Overconfidence Bias



Conformity Bias



Self-Interest Bias



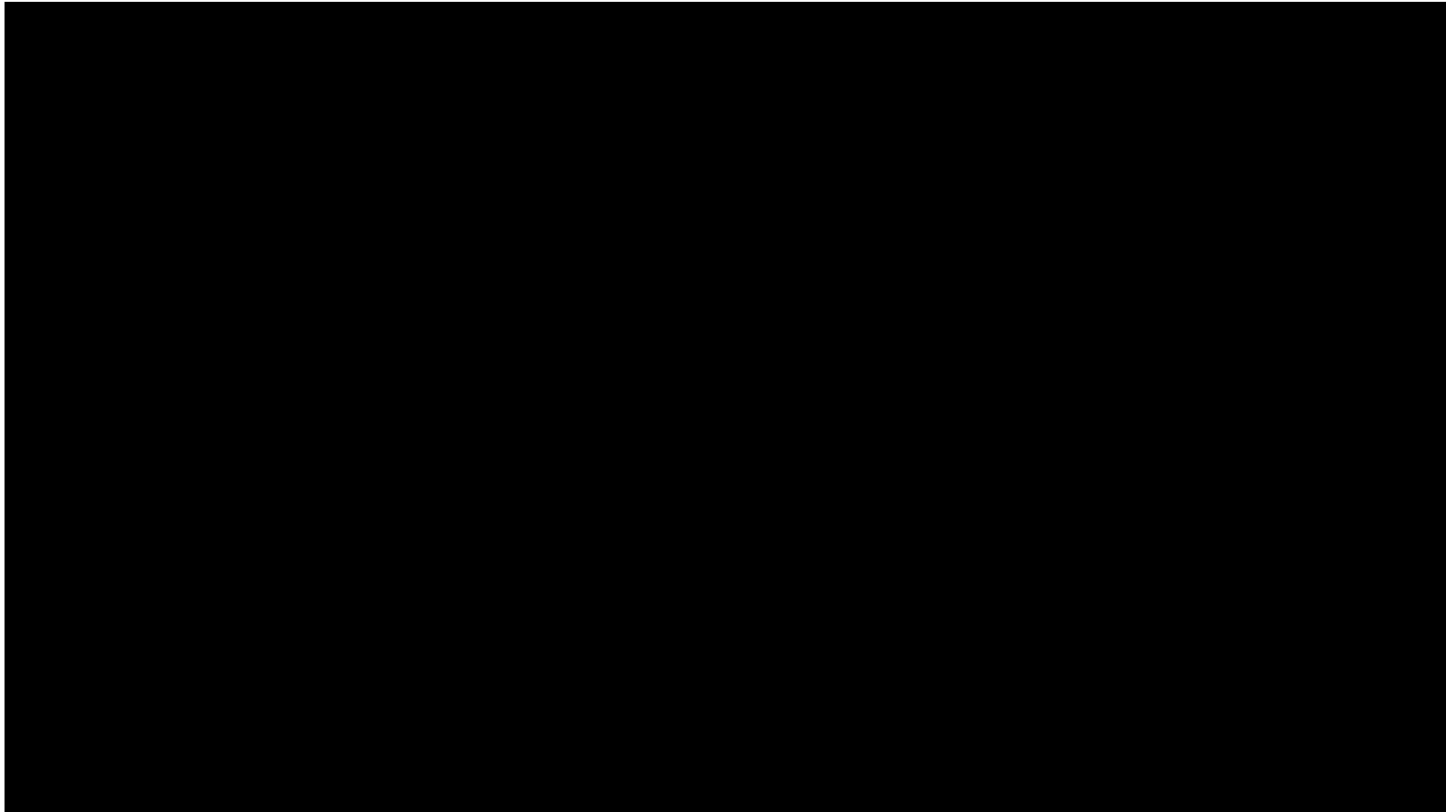
Self-Interest Bias

- We frame questions in ways that favor our beliefs.
- We conflate what is fair or ethical with what serves our own interest, especially as there are many metrics by which one can judge fairness.
- We seek out and interpret information based on our preconceived desires.

Self-Interest Bias

- We search for favorable information and then truncate our search once it is found.
- We evaluate favorable information less rigorously than unfavorable information.
- And confirmation bias can lead us to interpret new information in ways that favor our existing beliefs and to ignore dissent or other indications of ethical challenges.

Rationalizations



Ethical Fading



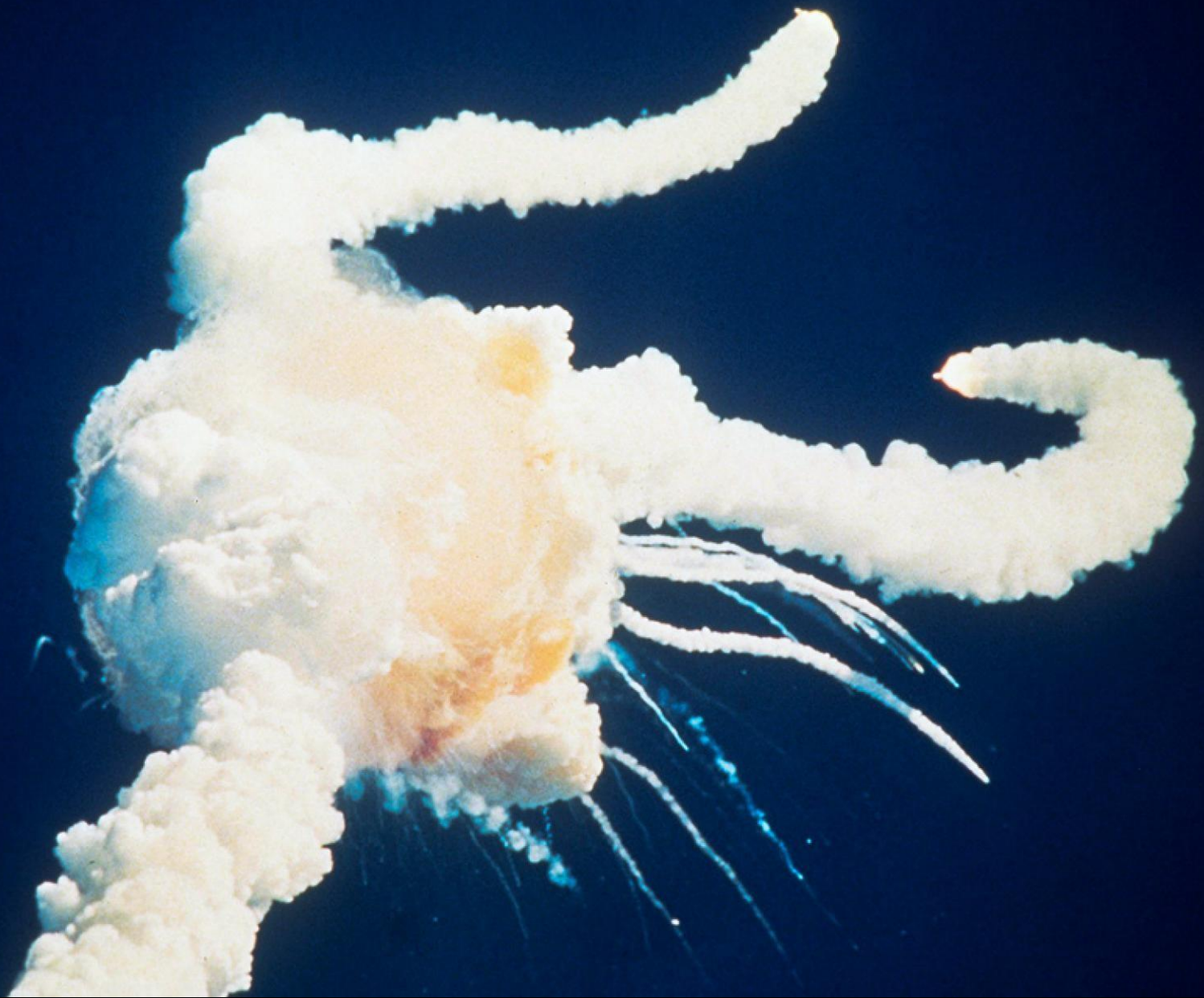
Ethical Fading



We're more likely to act unethically when:

- the decision is framed as a loss
- we use words that mask a decision's ethical contours
- we can't observe the potential harm and don't know the potential victims
- the harm seems unlikely to occur anytime soon
- we act through someone else





**Our ethical failures are
often based on biased
interpretation of limited
information.**

**Mitigate implicit biases
by keeping ethics in
the frame.**

Ways to Keep Ethics in the Frame

- Keep a reminder of your values front and center
- Include ethics as part of making decisions
- Imagine and individualize the people who will experience the consequences of your decision
- Get an outsider's perspective
- Take care of yourself

Thank you!

Bradley