

What is Unconscious/Implicit Bias?

Unconscious/Implicit Bias

Unconscious biases, or implicit biases, are attitudes that are held subconsciously and affect the way individuals feel and think about others around them.

Affinity Bias

Affinity bias, also known as similarity bias, is the tendency people have to connect with others who share similar interests, experiences and backgrounds.

Confirmation Bias

Confirmation bias is the inclination to draw conclusions about a situation or person based on your personal desires, beliefs, and prejudices rather than on unbiased merit.

Overcoming bias

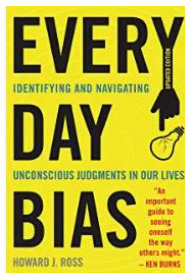
1. Acknowledge that implicit bias is human and we all have it.
2. Take note of your first impressions. Ask yourself if it is based on a stereotype or bias?
3. Set clear criteria directly related to the job and performance.
4. STOP, PAUSE, and THINK before making a decision. Practice mindfulness. Intervene when it affects professional effectiveness.
5. Get feedback and use data. Initiate opportunities to interact with others who have different perspectives than you.
6. Encourage accountability.

Ask, “Is this person a *culture fit* or a *culture add*?”

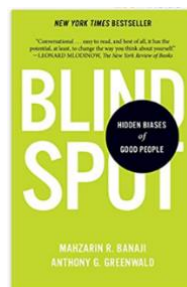
Self-Check

Every time you recognize that you have an immediate gut reaction to someone, question it. Look for at least two (but preferably three) pieces of evidence that may contradict your automatic reaction. Ask yourself whether you would have had the same reaction if someone else had engaged in the same behavior.

Resources



Everyday Bias
by Howard J. Ross



Blind Spot
Mahzarin R. Banaji
and Anthony G. Greenwald