

Unconscious Bias

Resources from Online Learning

Let's Talk Stigma

Know the Terminology

Bias

A prejudice in favor or against something or someone when compared to another; an inclination to think one way about a group of people or individual.

Unconscious Bias

The attitudes or stereotypes that affect our views, our actions, and our decision-making ability; an automatically-activated brain process that affects how people think.

Affinity Bias

The tendency to warm up to people who are similar to us; favoring people who have things in common with us.

Halo Bias (Halo Effect)

The tendency to think everything about a person is good because our first impression of them was good.

Perception Bias

The tendency to form stereotypes and assumptions about certain groups that make it difficult to make an objective judgement about individual members of those groups.

Confirmation Bias

Seeking out evidence that confirms our initial perceptions, ignoring contrary information.

Groupthink (Bandwagon effect)

When the desire for harmony or conformity in the group results in incorrect decision-making.

Understand and Address the Basics on Unconscious Bias

Questions

- What aspect of the promotion and development process would you like to see modified?
- Have you encountered unconscious bias, lack of diversity, and inequity in the workplace?
- How was it handled?
- Are you fully engaged at your workplace?
- Have you talked to your supervisor or HR about it?
- What suggestions would you make to improve the place where you work?

Understand How and Where Unconscious Bias Manifests

Questions

HALO BIAS (HALO EFFECT)

- Who wears the halo in your life and is there anything you can do about it?
- Are you in an environment where grievances are taken seriously?
 - If not, can you lobby for change?
- For Managers: Did the person to you assigned the work actually do the work?

Perception Bias

- What steps can you take today to change your perceptions?

Confirmation Bias

- Are there systems in place for employee evaluations?
- Is your work regularly evaluated?
- Is there consistent data that can be used to reward positive behavior?
- Is there a process in place for spending?
- How are funds allocated to different departments?
- Are managers evaluated objectively?

Act and Lead

Groupthink (Bandwagon effect)

- Take on the role of dissenter.
- If you have authority, avoid stating your preferences first.
- Reserve time to critically evaluate options.
- Invite an impartial third party to challenge opinions.



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