

WHAT ARE UNCONSCIOUS BIASES AND DO I HAVE THEM?

The University of California, San Francisco defines [Bias](#) as a 'prejudice in favor or against one thing, person, or group compared with another usually in a way that is generally considered to be unfair.'

Everyone holds unconscious beliefs about various social and identity groups. Biases BOTH conscious (explicit) or unconscious (implicit), are not limited to ethnicity and race but may exist toward any social group.

How to Successfully Identify and Tackle Unconscious Bias

- Accept that we all have unconscious biases
- Make considered decisions
- Monitor your own behavior
- Widen your social circle
- Set ground rules for behavior
- Avoid making assumptions
- Speak up when biased behavior surfaces



[TEDTalk - "How to Overcome Our Biases? Walk Boldly Toward Them" - Verna Myers](#)

Resources for Continued Learning

- [Project Implicit](#) is an Implicit Association Test (IAT)
- [Perception Institute](#): Addressing Implicit Bias, Racial Anxiety, and Stereotype Threat in Education and Healthcare. Outlines consequences of racial bias in health care (and education), methods of countering bias and means of improving potentially biased decision making.

