

Biases

Brought to you by the Diversity Advisory Committee

Bias: “A preference or an inclination that inhibits impartial judgment...”

- Conscious or unconscious (hidden) biases can arise out of characteristics like race, gender, national origin, disability, and other factors like friendship, political affiliation, religion, etc.
- Biases can be positive or negative
- Many studies researched the presence and impact of conscious and unconscious biases (see for example Project Implicit at <https://implicit.harvard.edu>)
- Ask yourself the question: Do I prefer [] because I’m more comfortable or familiar with [] and perhaps inclined to judge [] more favorably or less favorably?

