

Theme 6: Conscious and Unconscious Bias and Behaviors

No. of Raters	Participant No.	Code ID	Code	Corresponding Interviewee's Quote
3	23301	9	The media's role in strengthening bias	Because if you look at the media society, they paint a picture through imagery. Speaker 1: So when you see somebody that shares that same imagery, you automatically associate them with this particular behavior.
3	23301	33	Unconscious biased behavior: Closed mindedness, thinking there's only one path in life	So what I told them is like, yo, there's a lot of things that you wanna do. Speaker 1: You don't gotta go that route. There's many ways to get to the destination that you're trying to get to just stay focused and know what you want. And when I told them that he was like, yo, thank you man. Cause like I, they don't really talk like that here. So in my mind I'm like, yo, that's, that's crazy to me. You know what I'm saying? So that's one element of it.
3	91240	8	An example of a bias is that people are less likely to overlook a black person's history such as criminal records out of subconscious fears	I don't know if people are more willing to overlook that. I think because I'm white passing or not a black person. I don't know. I, I don't know if a black person in my exact same position would have the same opportunity or would be granted access to the same spaces. Just outta subconscious bias and fears.
3	19860	32	Bias: Coach playing favoritism	like he's playing favorites or whatever the case may be, or he's just not opportunities. But let's say for example, this is like a, someone who has some value on the team and they're not getting and no playing time or anything like that.
3	19860	33	Bias: Paying more attention to the person that making more points than the others in the team.	So like forgetting about the little things. So I feel like coaches miss out a, a lot and just focusing on the one that's like getting all the recognition because it's flashy.
3	19860	34	Bias: Paying more attention to the star player and neglecting other important player of the team.	So sometimes coaches always focuses on the star players for, for like the points and things like that, but not bringing too much value on the other things that still play like a major role.
3	81943	30	The individual sincerely believes in providing a consistent, without bias way to bring on new leadership. This ideology focuses on provided multiple perspectives that are fair and consistent to determine a persons leadership value and worth.	First of all, they're meant to trick you the field that I'm in, in medicine they're meant to trick you. And even the examples they'll give you, I'll give you a very simple one. Pete went to a basketball game or a baseball game, Pete to started feeling, uI don't, I don't wanna get too technical, but you know, a word that's not so common, that would technically be like a SAT type of vocabulary word. Because it's not layman because it's not as common for the language for people that look like me when they read that question, they become flustered and it distracts them from what the actual
2	50939	24	conscious bias: The media	The conscious in the media
2	50939	25	unconscious bias: cultural sensitivity.	The unconscious bias, I would say is culture sensitivity
2	50939	55	A conscious bias would be work ethic by receiving tons of money for a child game and a lot of people are investing on the games.	The conscious bias I will say is discipline of work ethic because just thinking about it, they get played millions of dollars to play a child game, but there's so much of dollars invested in it like sports betting.
2	10419	34	The individual sincerely believes in providing a consistent, without bias way to bring on new leadership. This ideology focuses on provided multiple perspectives that are fair and consistent to determine a persons leadership value and worth.	So, leadership qualities are able to level the playing field. And like one of the things that I attribute to like if someone applies for a job, like I really look for reasons to bring them into an interview and have a fair and consistent way that we're rating them, whether it's a one through five, one being undesirable, five being, you know, the best that you've ever seen and break it down per question.
2	10419	35	Bias can occur by looking at a large amount of potential	So, it takes time. You know, if I have 15 or 20 resumes, I'm going to take the time to look through them. Now, does everyone do that? I can't say that that's the case, but you know, I can tell you what I would do.
2	10419	51	It all depends on the interviewer. The interviewer may be bias when doing a panel interview or depends on if they are rating it or not. All depends on they view it.	you know, it's really a bias and an opportunity when you may go into a panel interview and they're rating it and everybody may be viewing it differently;
2	19860	35	Unconscious bias: The media	unconscious biases like media
2	19860	69	Favoritism is a bias behavior that can be observed in some sports executives	It could either bias or it could be a coaching moment because yeah, there, there might be times where it might seem like, okay, like he's playing favorites or whatever the case may be, or he's just not opportunities.
2	19860	70	There can be an unconscious bias behavior in sports teams when a player that scores a lot of point gets praise and recognition, and is favored over other players	Everyone has a role on the team, but because this person is scoring 30 points that obviously he's gonna get more of the praise and recognition all the time, which is like, okay, cool.
2	19860	102	Bias affects the entire team experience and stops growth in multiple ways including under utilization.	Mm. I mean, they, they affect the team depending on like what it is. I mean, I feel like unconscious biases like media, they affect the team. I mean, either way bias is, will affect the team. I guess it just depends on what type of bias it is, to what extent it would be.
2	39281	65	Identity may put you in a certain confines that can hinder you because your identity tells more about you and where you from	My name is my first name is of African middle Eastern heritage. Like very popular in north Africa in the middle east. And so people that are from that area, don't think twice when they see my first name, people who are Americanized westernized that are used to more Caucasian sounding names, my name may be so something that presents a barrier for me just as seeing it, because they may have preconceived notions about what I'm bringing to the table based on my name
2	39281	84	Experience of people create unintentional racial bias	Right. And so that's just, is not gonna let certain doors be open to me. And then right, you can go to all the way to the extreme of some people may just have, you know, racial bias or, or, you know, concerns or whatever the case is that are related to other races based on their own experiences.
2	39281	114	Bias based on someone's address/zip code.	Does that create a problem for me because now they're coming in with a preconception of me as a potential employee based on my address or my zip code.
2	39281	115	Preconceived notions that create cultural bias based on someone's name.	my name may be so something that presents a barrier for me just as seeing it, because they may have preconceived notions about what I'm bringing to the table based on my name.
2	39281	136	Networking events can unintentionally screen out those who are less comfortable interacting with business leaders.	And so you're already screening people out from this idea of, well, if I can't feel comfortable walking to a room with, you know, 50 vice presidents and just having drinks with them one evening, then maybe I'm not cut out to be in a leadership role. Right, right. That, that's the message that comes out of that. Even if that's not the message you're trying to send.
2	81943	6	Marginalization, segregation, glass ceiling and low company morale are effects of biased behaviors	marginalization, segregation the infamous glass ceiling, low company morale company environment that isn't diverse.
2	81943	7	Microaggressions and biases built into the system are also barriers to advancement	The microaggression and the biases that are built into the system.
2	81943	11	Awareness of bias in the way different races in sports are managed for pain	y perspective's always gonna be medical. The, the fact that minorities have a higher pain threshold working with sports medicine physicians it seems that that black, and Latino players just have a higher pain threshold. They can take the pain, they will be put back on the field sooner than their counterparts.
2	23301	32	Pre judgment based on appearance instead of judging off of merit	They'll first off growing up. And everybody tell me this. Like when I go into a job, job interview, you gotta be presentable. Talk like this, where s suit, blah, blah, blah. My uncle, my uncle Rufus, love my uncle so much. He will always tell me that nobody's gonna take you serious dressing like this. Nobody's gonna take you seriously. You gotta do this. You gotta conform, like, you know, do all this other stuff. Right. And I always believe that if you great at something, you know, people gonna follow that's one. And then two, I see a lot of people in suits that are idiots as well. So I don't don't tell me that to like, you know, but then that's when that's when I learned at an early age that people are very pre judgemental. Because if you look at the media society, they paint a picture through imagery. Speaker 1: So when you see somebody that shares that same imagery, you automatically associate them with this particular behavior. So before you even get a chance to open your mouth and speak, you already lost. So think about it in an American sense, being a black man in America, then you already have the image of a thug because that's the way they shape it. And then my name is hip hop. You know what that comes with? Like, there's a lot against me out the gate. So I showed up, everybody got suits on and me, I don't, I don't like suits anyway.
2	23301	61	There's an image of a thug associated with being a black man in America	So think about it in an American sense, being a black man in America, then you already have the image of a thug because that's the way they shape it. And then my name is hip hop.

2	48127	17	Bias can stop over qualified individuals from being placed in important positions and ultimately harms the business	Is not anymore there. The contract is terminated because Hilton said that no, we are, we are you know, we are looking into individual talent. It is not the color one. In fact they didn't say color, but you can see, you can read that <laugh> reasons they give is not purely performance method or the individual's Career. You know, he have all this required skill. He has been in food and beaver has been as a director of operation. And this man has a lot of experience because he have worked in France and many African countries. And he speaks three languages, which that is very important for that place because in that country they speak Portuguese as well. French. And that is commonly what is the language they're using. So it qualifies all that, but very unfortunate.
2	55750	14	lack of willingness to include, you know, inclusion for the diversity can be racially motivated.	lack of willingness to include, you know, inclusion for the diversity
2	55750	26	Conscious Bias can be when the executive leaders forces their ideas and beliefs to other member of the team.	his he pushes his idea onto the rest of the members and because he's in a position of power
2	50393	55	A conscious bias would be work ethic by receiving tons of money for a child game and a lot of people are investing on the games.	The conscious bias I will say is discipline of work ethic because just thinking about it, they get played millions of dollars to play a child game, but there's so much of dollars invested in it like sports betting.
1	26834	7	This is an example of unconscious bias that can occur if this is not checked over time	Letting an individual get away with certain actions due to their enhanced ability to compete at one game, which can ultimately affect one's ability to follow rules. As well as a coaches, strict discipline can ultimately take the creativity away from one opportunity to grow within that active sport.
1	50939	23	Cultural Bias. Culture sensitivity.	good culture bias, their culture sensitivity
1	50939	56	Sport executives are peculiar in the way they deal with contracts. Having bargaining agreements and paying people off with contracts.	Now the NFL PA being a little bit more abrasive in their contract disputes when it comes to collection of bargaining agreements to the point, even in 2011 where they had a lockout and drew brief with the president then, but everybody knows, they paid drew brief off with a huge contract, the, the saints to keep quiet. So being an executive in a sports arena is quite peculiar.
1	95783	10	Conscious and unconscious bias: Gender inequality	the idea that women can't kick in football
1	95783	28	Bias against women: Women aren't as strong	And so one of the things that I've seen is when I go into the gym, I have actually seen the bar that you used to weight lift it's painted in pink. And I was like I said to the lady who is training with me, I said, why that pink? And she said, oh, that's the one for the ladies. I said, well, I don't want it. You know? And so when you, when you hold that bar, it's actually the, the, the diameter circumference is smaller as opposed to when you lift the regular silver looking bar a lot larger in your hand. Speaker 2: And she, I said, well, does that mean it's weight less or something? And she was like, yeah, they probably make it weight less. Why they point paint to pink? And I said, what? But if my objective is to lift the most weight, doesn't matter if my, my bar is pink or not. You know? So that's something that I saw that they think it, it will, what entice me to wanna lift weight if it's painted pink, just because pink is the color that we associate with women, you know, stuff like that. Other unconscious or conscious biases
1	89314	3	Bias can have a large factor in earnings for the same roles	So I, I, I think I still think that is a, you know, I, I still think that is a bit of an issue. Of course we're still dealing with the statistical trend that shows that women get paid less than men. And, you know, sometimes you have African Americans getting paid less than, you know, their Caucasian counterparts for, you know, the same kind of work.
1	22634	18	Some people will get credit for your ideas.	When you're a professional. Even if you do the work, there's not even a guarantee that you'll get recognized or notified for it. And then, you know, somebody else takes your idea, the same idea you said in a meeting, and they get credit for it. You don't. They essentially get a promotion. You don't. You see these things repeatedly.
1	10419	38	The respondent mentions how size plays somewhat of a role between gender and identities: possibly some factor of intimidation is present here	I think my size has helped
1	10419	53	The interviewee does not believe privilege was a right word to use. They believed someone who is well connected or have background knowledge of the job leads to having promotions.	You're saying more privileged. Yeah, I don't know that I'd use the word privileged, but probably well connected or have some background knowledge of the job or, you know, there are chances a lot of times when the job comes available, a lot of research has been done prior to, now with some, probably have the leg up than others?
1	10419	66	The interviewee believes their size plays a big role and not their gender or race. In result he believes his size intimidated people.	I don't think it has. I mean, I think my size has helped, you know, being a football player when it relates to discipline. I would say that probably was a plus. When working at alternative programs or dealing with difficult students, I would say that's, you know, been a plus as well, but it also can be intimidating
1	19860	37	Depends on the setting, some gender are being favoured more than the other.	I feel like, yeah, it happens in like it depends on the setting, you know?
1	19860	72	There's a perception that men are meant to take over dominant roles such as CEO positions, president, etc.	Cause obviously we're talking about like what's perception wise when people think of like a CEO generally they're going, like what the, I would think the majority of the people would consider that to be like a male figure, you know, about president, you know, we talk about I don't know, it could be a coach or anything, you know, I feel like as far as like the dominant, I feel like that's the perception, it'd be a man
1	19860	100	Bias can occur and present itself in many ways. This can also either be directed or undirected to general audiences	It could either be bias or it could be a coaching moment because yeah, there, there might be times where it might seem like, okay, like he's playing favorites or whatever the case may be, or he's just not opportunities. But let's say for example, this is like someone who has some value on the team and they're not getting and no playing time or anything like that. It could be also like a message or showcase to that person. Like, like I don't, I'm not playing favorites. You can't, you, cause you, you had to show indifference. You can't, you can't always let a star player know that they're a star player. Like you got to, you got to humble them in some ways. Right. So, you can't give them all the glory, all the praise all the time. And you know, you had to hold them accountable as well. Even if they're not star players, you know, people who just might need to feel a little too much, like, okay, cool. Like this is, you know, you're, you're not that yet, you know? Yeah. You provide, you're not what you think you are. Or I don't know who you, you know, what, how you're viewing this, what's going on in this situation. But this is a team guy, right? Speaker 2: It's not just about you and things like that. So, like this is a team we have other players, everyone has a role on the team, you know, your role isn't always what's needed or why, what I we're going to always go with that, that time. Like yeah, it can be, it can be biased, but and it can also just be coaching moment. So, for example like what I do in work now, you know, we're, there's times when we're in the office and, you know, talking to my coach, you know, Andre and I'll say something or anyone, any of the leaders will express their opinions and he will call them out and for run of the leaders, like, and not care, you know what I mean? Like, because it's not that, and yet some, sometimes the way he goes about it, it's like, you may disagree with that. But overall, you, you later on in the day, you'll think about it. Why like that happen, you know, from coaching, you know you know, it, it just depends on like what type of, you know, what's activity. Hold on. Sorry. My dad is calling me. Hold on a second.
1	39281	36	The media is a platform that causes bias both conscious and unconscious.	what I've been exposed to through the media
1	39281	48	Diversity	Then at all of the lower levels, what you start to see is more diversity among students and then little bit more diversity among new professionals and then a little bit more diversity around sort of your core workers and then a little bit of diversity in your middle management. Right. Right. And so then, and then as you go higher up the line, it becomes more white and more male
1	39281	99	Belief that sports talent hiring is exclusive and comes from the same pool and hence it is difficult to get rid of bad practices	Well, if we're doing that right, we're cutting 10 people every year, then hiring back eight every year. Right. It's gonna take you 16 to 20 years before you potentially end up with an entirely new set of people that are not cut from that same cloth.
1	39281	103	Lack of diversity in executive positions created by historical creation of structures by white males to be implemented by white females	But I think part of that is because males have historically been the ones creating those structures. Right. And what has evolved over time is that white males have created structures that were designed to be implemented by white female. Right. Right. And as we've evolved, then what we've seen now is that white males are sort of at the top of the chain being the decision makers and white females are kind of doing the implementation right

1	39281	113	Racial bias is not always malicious, but certain races can be excluded from the decision-making process.	Right. And so it's not necessarily that there's some malicious attempt to create obstacles for those people, but what you really need is a purposeful intention to create opportunities for those people, realizing that they're not part of that decision making process.
1	39281	146	Organizations are more likely to hire from within than to hire unknown people. So having connections within an organization is important.	Are they going to then hire people that they are not familiar with, that they are not comfortable with personally, that they don't think they can devote develop a relationship with? Probably not. Right. And so what you see a lot of times is they're pulling from the same pipeline of people that have been successful doing the things that they are comfortable with.
1	44578	8	Sports leaders value people only for what they can achieve	they're like animals or, or, you know, like, you know, like you would treat a race horse or something like something that, you know, you value only for what they can actually do right out there on the court or right there on the field. You know, that's what their value is. I
1	44578	11	Lack of eagerness to know others caused by stereotypes such as appearance, race, or perceived background as a barrier to advancement	think the underlying causes are, they don't see you as someone they want to, you know, familiarize themselves with, you know, so that for some reason they see you as someone, I don't know what it is, you know what I'm saying? That they don't want to, you know, really associate with you on that level. Okay. And it could be, cause you know, a minority of a certain race or, or a certain background, it could be, you know, the way you dress, you know, or some kinda stereotype they form about you, you know, for one reason or another, cause they don't know you, you know, they never get to know you.
1	44578	19	Little groups are formed that indirectly exclude black people, ergo excluding black people from opportunities	Well, I mean, you know, it's not a big secret that, you know, minorities like of certain races are discriminated against here in America and some places more than others and the south is one of those places where you, you have pockets of areas where, you know, people discriminate against people cause they're, you know, African American, for example. You know, and, and if you talk about the university itself, they certainly do. You know, I've had my experiences with it though, you know, during my, you know, during my time as a student there and faculty, you know, they, they, but they're not, they do it overtly. They're not openly, you know? So I think they just got their little club and they refuse to let anybody in the club except people, you know, mostly men of their, you know, of their persuasion. You know, they, you find that, not just with whites, you might find that with some, you know, faculty and from like India for example, you might have an area where you have like 15, 20 faculty members from India working in one, you know, one college and they kinda, they help each other. Speaker 2: And they may, you know, they can work with African Americans to a certain degree, but they still kinda stereotype against them. Cause they do it in their own country. You know, they stare, they see dark skinned Indians as bad folks, not, you know, to discriminate against. So, but, and I think it's, I don't think it's like an intentional thing all the time. They just got this stereotype they have, and they don't even know a person or the capabilities. They just see blacks, oh, they can play basketball, they can play football, you know, they're good athletes, but you know, they militant cause you know, they protest and they don't, you know what I'm saying?
1	44578	20	Black people are put in a box, again by stereotypes	Well daunting. It's like, you know, they, again, so if you are from say, if you Chinese, right, and you come in from China, you, you know, there might be some cultural differences. They wouldn't accept those cultural differences because they have a stereotype about Chinese that they're intelligent. They do good math, whatever they are, but they'll use it. They'll see us see African Americans and they'll automatically have those stereotype as well because of the cultural differences, but they won't, but it's a negative one. They don't see that. Okay. You know, don't stereotype me. I could be, you know, the next greatest scientist, you know, I might have these cultural differences, but I may be super intelligent, just like a football player may be black, but he may be the fastest player in the NFL. You know what I'm saying? He may have a certain look and all, but he may outplay, you know, most of the peak, you know, with that, in that particular position. Speaker 2: I mean, we saw that when they start introducing blacks in the baseball, football, you know, but they somehow, they don't wanna let us get into science like that because I don't even think they consciously even think that we might just take over, like we took over those sports, but you know, that's probably what would happen if they gave us that same kind of opportunity and put us in those positions and just cause we talk a little different, we act a little different, you know, and that has nothing to do with how we can solve problems and how intelligent we are and what we can bring to the table, how creative we are. I mean, it's obviously we creative in music and art. I mean, it shows in those areas and acting, singing all that. But science, you know, is like one thing, you know, that somehow, because these cultural differences, you know, the way we communicate these kind of things, they automatically assume we are ignorant or we don't have, we are not quite as intelligent as necessary to do a certain or just all certain problems. Speaker 2: When I think they just, you know, missing out on that same boat, you know, we could be changing the world if we had those opportunities, you know, we could, and then there'd be other opportunities for a young African Americans other than going, trying out for the football team or basketball team, you know? And I mean, and then the fact is, you know, it's a resource that they don't care to even, you know, handle or treat, cause they don't know how to deal with these young African Americans. So, you know, to them, it's like they just gonna bring the school down, you know, so rather than, okay, we can make our university stars university, if we, we could be, you know, solving our problems with, you know, things like with energy needs, with new types of energy sources
1	44578	25	White people tend to feel threatened by successful people of color.	Oh man, it's made it, you know, really hard for me, for real even, you know, just when I was an undergraduate, it started then, you know, I run, you run into people who think they're better than you because you know, most in my cases because they're white, I'm black and it's been, it came out obvious in the course of things. And so you know, they threatened by know, if you stand up, like, you know, they wanted to use my work to, to write a paper. I'm undergraduate. I just graduate undergrad. They, you know, I'm doing things in the lab and they say, we can publish that. I said, I'm like, I'm working on my own project here. I don't wanna publish that yet. I'm gonna publish the whole thing when it's done. And so they get mad and you know, get mad at me then when, you know, they see me running and you know, through the park on my own, you know, on lunch and you know, it's like, they can't outrun me either. Speaker 2: Right. So, I'm smart. I'm strong can outrun 'em and then I laugh and joke with them and they can't take it. You know, then all of a sudden they want to blackball me. They wanna say, okay, hold up. I want where's his performance appraisal. I wanna change that. So he don't pass, I'mma make him fail, all this stuff, you know? And I mean, they just they'll do whatever they wanna do to keep you back. If, if you are not someone who just kinda cows to them and you are like strong, you, you know, you grew up strong, you grew up believing in yourself, you know, they wanna cut you down. So you can not be so strong and not believe in yourself so much. Cause you know, they wanna be the ones that's the strongest and most powerful and those smartest. So, and then forget science, forget what you could bring to science what you can actually do. They ain't, you know, cause that's what we all supposed to be about. They forget that, you know, that's, that doesn't matter. Cause you know, they can do it themselves. You know, it's more that's for them to do anyways, you know? So they just giving us, they just, you know, doing us a favor type of thing. That's how they feel. So, so that's just one, that's just one example I could go on and I know you got, you don't want to hear all that.
1	44578	31	Causes of your executives not wanting to get to know you may because of your race, background, or the way you dress. They have a stereotype they form about you.	That they don't want to, you know, really associate with you on that level. Okay. And it could be, cause you know, a minority of a certain race or, or a certain background, it could be, you know, the way you dress, you know, or some kinda stereotype they form about you,
1	44578	32	Young Africans Americans are being treated based on their stereotype and not opportunities that can help change the world.	When I think they just, you know, missing out on that same boat, you know, we could be changing the world if we had those opportunities, you know, we could, and then there'd be other opportunities for a young African Americans other than going, trying out for the football team or basketball team, you know? And I mean, and then the fact is, you know, it's a resource that they don't care to even, you know, handle or treat, cause they don't know how to deal with these young African Americans.

1	56727	16	Some racial challenges are being told that you don't qualify for a position even though you meet the qualifications and people not liking or feeling comfortable with the way you communicate	they didn't like the way I communicated and they didn't feel comfortable with me
1	56727	34	Same level as another candidate but told she didn't qualify	I have in my entire just work development, I tried to advance I'd had same educational levels, but it, I was told that I did not qualify. But then also I was let go of a position because they didn't like the way I communicated and they didn't feel comfortable with me. And I was the only black woman and minority on the team and this was in the south. So I have felt that I've seen it, but I'm doing everything in my power to change that mindset so that everybody understands that we all get along. And we're all the same people.
1	56727	35	Lack of access for black people	Oh yeah. When I've witnessed it is right now Hey, before COVID of people just trying to get in areas. And when it really came into light for Juneteenth of just black people, really having access and seeing the lack of access that just us as a racial background ethnicity have lacked. So that was a big eye opener for me. And and to see the way that people embraced it was helpful.
1	81943	3	Experience of systemic racial challenges in wording of questions in standardized test	think it's a lot of what I just said. If the student can't relate to the question, they're less likely to become successful in answering that question correctly or be, or be confident in answering that question. So definitely we need to shake up standardized questions or more exposure.
1	81943	24	She shares her valuable experience on how she is misjudged in the hospital	es. Me, so I am a petite I guess I'd be classified, is black in this country woman. I'm usually I'm a physician and I'm usually called the nurse or the orderly when I walk into let's say a room with a team that's already established and I'm the physician on call and I'll walk in and they're waiting for the physician, the attending physician. And I walk in, I'm rarely addressed as the physician, even though I have the big doctor band and the white coat I'm really addressed as the position. And that goes with the white males, the older white males, the older black males older women. I don't, I just don't know what it is. So, yeah,
1	81943	31	The participant mentioned how certain personality types excel more in industry based on their developed character traits.	So maybe more type a personalities. And just, yeah, we're just gonna finish it.
1	81943	38	Minorities deal with challenges that due to structuring of the professional settings 9 times out of 10 it is easier to move on and that a hit from a challenge rather than fight the system to change the issue.	So when things happen you can either report it and start trouble if you will, or just get through the program and complete your training, nine times out of 10, and they're trying to work on the, the, the system now they will side with the, the physician that's there, the longest, that's the physician who that quote unquote has tenure, if you will.
1	23301	10	Belief that judgment based on stereotypes is a big problem	So my, my reputation precedes me as well. So at the end of the day, one of the biggest problems that we got is being pre judgemental based off stereotypes. That's not accounted for in each individual that you meet
1	84874	18	A lack of awareness can lead to unconsciously omitting a population	A lack of awareness, you know, sometimes you're so disengaged, you don't even realize that you've omitted a population or haven't acknowledged the achievements of a person or a group.
1	84874	35	Depends on which biased lens the person is seeing their role and what they experienced.	Right. So I think depending on, you know, the person, the professional, what they've experienced in the role they're in, I think what dictate which lense to look at the opportunity through, right.
1	84874	36	It is not just good work that can have you successful and navigate the barriers but it has to be with a system that us far for everyone to have the opportunity to advance.	Is when you look at faculty of color a good chunk of that research oftentimes originates in community work like, you know, studying their heritage or studying communities that are important to them. And when you look at tenure rates and, you know, faculty that are offered, you know, those types of positions, that type of research, it's slanted, right? It's not given the same weight as some of their peers. And that's a problem, right? Because, you know, scholarly work is scholarly work, right. But you have to have a peer review body that's reflective of the diversity of the community that's applying for tenure that can look at the research at its merits and ascertain if that person should receive that benefit or not. Right. So, you know, it's not all anchored in doing good work, you know, it has to be within a system that is fair. That's equitable that give all persons an opportunity to advance
1	23301	60	People are very judgmental because they use your appearance to form a perception of who you are as a person	So I don't don't tell me that to like, you know, but then that's when that's when I learned at an early age that people are very pre judgemental. Because if you look at the media society, they paint a picture through imagery.
1	23301	65	People aren't given chances because some companies have an idea or vision that they need to adhere to even though it could be wrong	So what I've learned in that situation with me in particular is that I could have everything so called "right". And it still won't matter because people have a vision or, or they're very judgemental or they're, they don't, they are more inclined to be right, that they would miss out on an opportunity just so they could feel right about something that they know that they're wrong about. And that comes with ego and pride. You don't wanna let that go and humility. You don't wanna, you know, let that go.
1	23301	85	People take into consideration things like followers in addition to a person's skillset	nd people was like, yo, like I, I, I wanna bring this person in, but this person got more followers.
1	22634	11	Beware of Stereotypical beliefs	stereotypical beliefs. And then a, I don't wanna say this, a lack of wanting to engage with different audiences,
1	22634	46	Pandering, constant apologies, microaggressions are some pf the behaviors encountered in leaders	icroaggressions disregarding of opinion. What's the word I'm looking for? Pandering is one of my favorites. There's another word I'm looking for? Apologetic, apologies again, oh, no, that person is just, he's not racist. He's not sexist. He's not whatever. He's just so apologies it's something I continue to see time and time again. UYeah, those are, those are some of the few that continue to stick out. Upeople with openly stereotypical beliefs and they're very open about 'em.
1	26834	14	Discrimination: peers saying success was due to affirmative action	Me getting a position as an executive and a staff stating that it was due to affirmative action.
1	55223	17	Gender roles are easily present in work place situations and are harmful for team chemistry	It makes impactful for where I work with most Leman and they will make an assumption that you can't do something meaning lift or be as smart as them. So what I've done is I have to show them and do the work and be able to have a voice at the table, being able to speak, be able to articulate my way myself in the way that they understand that I am present.
1	78161	17	Negative Leadership quality: Assuming everyone is just like you.	Hmm. I think one thing is for my own leaders and this is not anyone at USF in particular, but in my past roles there's been, I think, a conscious bias of you are gonna work as hard as I am, and you're gonna know everything that I know. And that's just not the case with some of the jobs I've worked at. For many reasons, a lot of them had 10, 15 years experience in some of these areas and I'm just coming in brand new. So, I would think that that would be one I can't really think about a moment that I thought about unconscious bias at any of the roles I worked at previously.
1	78161	18	Negative leadership quality: expecting people to know what to do without training	I would think probably another conscious bias was.... I would say when you're at an event or when you're working an event, like I did at the chamber of commerce. That's what I did before I came back to USF. I would say one of the conscious things was that we need to I think that my managers and my leadership team wanted me to consciously be like them in the sense of like, to know how to do this role and know how to do this work. And I wasn't fully able to cuz I felt like I never fully belonged there. I wasn't like trained. I didn't really understand what I was really doing. I just was kind of like doing tasks, but I wasn't like actually, okay, well why am I doing this? What's the why behind it? So I'd probably say those two things. That's how I would probably answer sir that question.
1	78161	30	Companies unconsciously chose individuals that are more qualified on appear but this can be a form of bias	I feel that most of I feel that most companies are working to hire all types of people. I really do think, I believe that the person who's the most qualified should get the position. So I think that I think that most companies are doing their best to definitely hire the best qualified candidates for each role
1	25225	15	Bias: Looking and focusing more on gender than competency of any individual.	People may think, okay, I need to hire a woman in this position. For me that's bias, I mean, it should be based on competencies and not based on what unconsciously, we think that, okay, at this position, women are more honest than men so I need to take a woman for instance. So it should be based on competencies or on the background and all the, I mean, the experience that the person has
1	25225	16	Conscious Bias: Favour one gender more than the other	it's just an intuition that's when there are two candidates, you have an male and the, a female, if the panel is composed of men, then we tend to take the, the girl, the woman. Yeah. They will hire a woman instead of the men

1	25225	17	Bias: Gender over competency	But it happens that you will notice that sometimes women are less productive than men, but it depends on the type of person actually, it's not based on the gender, it depends on the, on the person, themselves, there are women that are very effective, very productive. And then you have men that are not productive at all, and others that are productive. So I think the, the, the, the key is not to base the perception on the gender. You need to base, you know, on the performance of the person. Because, I mean, in all cases, you cannot decide that okay
1	25225	57	There's a preconceived notion about the different genders and the things that they are good at hence some decisions are made based on these gender biases	So people sometimes tend to have some bias in the, the professional world, or you can see like people being in you, you know, when you, when you do an interview, when you do an interview and you, you will tend to think, I don't know if it's real or it's just an intuition that's when there are two candidates, you have an male and the, a female, if the panel is composed of men, then we tend to take the, the girl, the woman.
1	25225	58	Gender bias	people tend to think differently when it comes to women or men in the, in the professional world.
1	25225	59	There's a gender bias that women are less productive than men even though that's probably not the case but rather their work ethic is based on their personality and not gender	But it happens that you will notice that sometimes women are less productive than men, but it depends on the type of person actually, it's not based on the gender,
1	48127	19	Bias comes without reason at times	when you try it and you are not accepted for for non-valid reason.
1	22634	26	Experience of Negative behaviors and self righteousness in leaders	Oh, uh, microaggressions, um, uh, disregarding of opinion. Um, what's the word I'm looking for? Um, pandering is one of my favorites. Um, there's another word I'm looking for? Um, apologetic, apologies, um, again, oh, no, that person is just, he's not racist. He's not sexist. He's not whatever. He's just, uh, so apologies it's something I continue to see time and time again. Um, Yeah, those are, those are some of the few that continue to stick out. Um, people with openly stereotypical beliefs and they're very open about 'em.
1	22634	27	Refusal to connect with people from different backgrounds	Uh, very, very open about their stereotypical beliefs. And then a, I don't wanna say this, a lack of wanting to engage with different audiences, with different people, with different backgrounds. They don't want to do it, and they will continue to try to figure out ways to not do it.
1	22634	33	Racial bias in promotional opportunities	There's a reason why you can't go to a, uh, an executive conference. There's a reason why, um, um, you're, you're in the position you're in. And those reasons, typically, my opinion are typically predicated on race, because if you typically predicated on race, because if you, if you look at the metrics specifically, metrics, you look at who's doing what and how you'll find that the people that are getting promoted, their metrics, or what they're doing is, is not anything greater than, or if not anything, this is that surpassing a person of color. That's not the case at all
1	81039	12	Age, cultural, and religious bias can prevent people from getting to certain positions	So, yes, I think age culture you know religion and class some of the other biases that I can think of right now.
1	81039	27	Age, class, exposure, and religious bias have been encountered	o there's definitely an age bias that you also find as well. And so that's an important thing. There are a lot of things I think, I, I think also you just see that, you know, there's an exposure, exposure bias as well. So, you know, and then there's obviously a class bias. So where people think you have a certain class. And so because you have a certain class, you, you shouldn't be here, or you shouldn't, you know, you shouldn't apply for certain positions because you're not from a wealthy background or, you know, maybe you are poor, you came from a different, you know, you worked your way up. And so you're not expected to be in certain locations or certain roles just because of that. So age bias religion also can be a bias you know, so there's certain roles that you may say, oh, well, we have enough Christians in these roles. You know, it's important that, you know, we, we diversify and have Muslims as well, or, or they they're just too many Muslims. And you, you want a Christian to fill a particular role. So, yes, I think age culture you know religion and class some of the other biases
1	81039	35	Women in the professional world can experience gender bias in the sense that some people will think they are not as committed to their career.	So sometimes there may also be expectations that you're going to have to take time out of your career and you're going to need to commit to your family. So the expectation is that because you may have all these things as seen as distractions you may not be able to give a hundred percent to your career progression.
1	81039	40	Expectations and stereotypes about women can make it harder for them to progress within a company.	And so the expectation sometimes is that, you know, a woman in this role is not expected to deliver as, as much as a guy or a man would. One, because when you think about hospitality, you know, it's, you are working round the clock, um you're working in relatively male dominated field at the top. You know, the GMs and, and more senior people are expected to be very sociable, staying late hours, mingling with people in a hotel, and it's not really expected of women.
1	81039	59	In the corporate world, one may encounter bias related to their social class, their age, or their religion.	So, you know, and then there's obviously a class bias. So where people think you have a certain class. And so because you have a certain class, you, you shouldn't be here, or you shouldn't, you know, you shouldn't apply for certain positions because you're not from a wealthy background or, you know, maybe you are poor, you came from a different, you know, you worked your way up. And so you're not expected to be in certain locations or certain roles just because of that. So age bias and religion also can be a bias you know, so there's certain roles that you may say, oh, well, we have enough Christians in these roles.
1	22634	42	belief that racial discrimination in work place hinders POC from accessing resources like mentorship, training	You don't get promoted because you are missing something. You, you're not, you hit your metrics, you per you've done well, but there's a reason why you're not getting promoted. There's a reason why you can't go to an executive conference. There's a reason why you're, you're in the position you're in. And those reasons, typically, my opinion are typically predicated on race,
1	19860	6	Need to dominate and manipulate other individuals can be a form of barrier to the advancement of those individuals.	And they feel like they have certain power and control over that individual. So it could be like very manipulative at times at the workspace and things like that. I've seen that before for sure.
1	55750	52	Being the only black person or female person you can feel like an outcast from opportunities that are there.	where I worked, there was always this fear. This, I don't know if, to call it fear, but you know, when you are in an environment where you are the only black person or the only female person, you feel somehow like an outcast, so some opportunities that are there, you might self exclude yourself.
1	91520	10	Experience of wage disparity because of race.	And they would pay me, I could give you the exact amount. So example, they would pay me like \$12, but they would pay this white guy who comes there for like four hours just to sit down \$16.
1	91520	29	Favouritism over diversity. Where leaders in a certain race gives more opportunities to their people of same race and neglect people of other race.	Definitely. Right now, I work for Russian company, I believe. And they give the Russian, the Russian people, like the best cases. So they will give like the black people or the Spanish or whatever is left
1	39281	37	Gender Bias in sport	we have seen evidence that there is bias in terms of how we treat men versus how we treat women in terms of sports executives, in terms of compensation, in terms of sponsorships. Right. All of those things. And there's different business reasons for that, but yes. There's some bias in that space. I think we've seen that bias over time in coaching spaces. Right. And so, you know, we still see, even in female sports
1	39281	39	Comfortability in the workspace and the environment you find yourself	Like everybody, you want to work with people that you are comfortable with, but if everybody you are comfortable with went to this same kind of school, as you grew up in the same kind of environment, as you right. Played for the same team in the same period of time as you, right. And looks like you, you're just going to continue perpetuating the same issue
1	91240	9	Some things are interpreted differently based on the skin color of the person involved	I think when they look at me, they're like, that's a redemption story, but then when they look at a black person, they're like, well, that's just black people. You know what I mean?
1	10997	7	Racial challenges	racism will exist regardless of whatever we do
1	39281	90	Belief that factors such as Physical presentation, language, and culture affects people's perception of abilities	And then, you know, the idea of, you know, microaggressions that are intentional or unintentional in terms of people, you know, questioning your capabilities, people, you know, your, your speech and your language, people questioning your presentation, your physical presentation of yourself, the way that you, your hair, or, you know, your face or things like that. So there's a lot of very small challenges that can build up. I think over time that create very high walls to come I over when it comes to being able to advance into leadership roles.

1	39281	96	Unintentional bias can be built into leadership engagement experiences	Have I received preparation to be able to make the most of that? Right. A lot of times that's where those opportunities fail is because they're not designed for everyone. Right. And so when we go back all the way back to the beginning, when I was talking about right, where you have that sort of level of bias, sometimes that's built into a process. If you're gonna host a networking event in a room full of strangers, and then, then invite a room full of strangers who are 15 or 20 years younger, there's only a certain percentage of those younger people who are gonna feel comfortable and confident enough to take advantage of that opportunity. Right? And so the people who haven't received any preparation to do that, they're either not going to go at all, or they're not gonna be successful when they walk into that space. Speaker 2: And so you've already started to screen them out and create a barrier for them being successful in that pathway.
1	39281	98	Unintentional bias creates a barrier for others	I worked with experience being, you know, I started college when I was an older student. And so I was working a full-time job all the way through undergrad except maybe one semester when I was also interning. And so if you're gonna host a college fair at noon, right. You're hosting a college fair downtown Tampa from noon to 3:00 PM. I'm not available from noon to 3:00 PM because I've got a time job and full-time student, which means that even though I'm already working and I have work experience, and I'm getting my educational credentials, I don't have access to this opportunity to come and be able to talk to the people who are the decision makers, because they're hosting that opportunity at a time when I'm not available to part. Right.
1	10997	20	Conscious Bias: Player/ Management conflict or disagreement	I would say conscious bias is like, I guess if they just have like some beef or something, then you know, they just straight up for like, you're going on the bench
1	10997	21	The result of conscious bias	And that bias could be to the downfall of the team. Right. Because you're letting something that has nothing to do with the task at hand or the game at hand affect the game
1	55750	42	she express how some leaders are distanced from their team and are missing important point	nd the bias there is that the sea might be thinking he has upper knowledge for making that decision or for not wanting a certain policy, but he may be missing a key fact that all the other majority have picked. And, you know, because normally people, top management, they're very distanced to staff. So some of the realities, they don't get it, they stay, you know, on their level there.
1	55750	63	The CEO pushes the idea onto the people who are in lower level of positions because of the fear of nor wanting to be against the boss	Yes. I have examples of of one case where we could be in the boardroom and 10 out of nine out of 10 people, I need to implement a certain policy. Yeah. But the head, the C doesn't agree with it. He fights his he pushes his idea onto the rest of the members and because he's in a position of power Speaker 1: Yeah. Speaker 2: That he uses that bias to really just influence, even if deep down people do not agree. They just go with it out of fear or out of not wanting will be seen as going against the boss.
1	23301	34	Deals turned down for a self-made black man, but identical deal followed through for a white owned bigger company, despite who's the best fit	, I put together a whole deal, like, you know what I'm saying? Speaker 1: With the people that worked over at CW, right. And the whole deal was, it was an amazing deal. Something that they wanted to do. Right. So I, you know, I'm leading the charge and it seemed like we was gonna do the deal, but things fell through, didn't get a, didn't get, like we was going back and forth on emails and then it just stopped and I'm like, okay, like I ain't gonna chase nobody now. You know what I mean? Like got this stuff to do. But we had a good deal in place. And one of the deals that we had in pla-place was a Madden tournament battle with the cast and all this other stuff. Right. So then when so literally like maybe like three months later, three months later my people was over at rec global shout out to rec global. Speaker 1: They're amazing over there. They hit me up and he was like, yo, hip hop, we got this dope joint for you. We want you to be involved black history month and all this other stuff and everything. So I'm like, I bet like I'm with it, come to find out it was the all American CW deal and everything like that. Now I own my own company. I'm a black person. I'm not trying to make it a racial thing, but I, it is just, it's kinda weird when you see what I'm about to tell you. So rec global is not owned by a black person and stuff like that. And then what happened is literally the same idea and concept that I told CW wind up coming back to me anyway at rec global. But they did a deal with them, which means they get the bigger pot financially. Speaker 1: Like, you know what I'm saying? Cause they did the bigger deal and they paid off certain people, blah, blah, blah, to do this, you know, whatever. And then, you know, then the deal came to me and we did the deal. So the point I'm trying to say is you're gonna see that a lot.
1	45522	3	Prejudices are passed on from one leader to the next	prejudices are inherent and passed along from next wave of leaders and managers to the next
1	45522	18	Stereotype where success is attributed to physical abilities rather than intelligence for black people	But the stereotype of, well, no, he is successful because of his physical abilities versus his intelligence abilities.
1	45522	43	Acknowledgement of ongoing stigma as an African American male in a corporate setting.	n African American male dealing in corporate settings and it's just the stigmas, I guess, that, that have been going on for years, it's almost like the sports situation
1	45522	82	Sometimes, people will be influenced by preconceived notions and stereotypes about one's race.	Larry Bird and Magic Johnson were both excellent basketball players. They say Larry Bird was successful because he was smart. Magic Johnson was successful because he was an athlete. That's silly. They were both athletes. They were both smart. But the stereotype of, well, no, he is successful because of his physical abilities versus his intelligence abilities.
1	97357	45	There are initial biases usually made by individuals focused on perception by skin tone	if you will because you can't change their mind per se, you can with your experience, but, you know, racist is probably gonna stay a racist.
1	36484	4	Bias: The majority of the population being Caucasian has a different experience when reaching out for opportunities	Yeah, I think for any of what I have come to call the out groups and that means women, that means individuals of color anybody really, who is not the norm really.
1	55223	15	Leaders don't assume but seek out their own information for their team members consciously	Have I experienced yes. Of sometimes someone will say consciously that they're make a statement about, you know, family or being saying something about your race or making a assumption because you are married, you can't work certain hours or you can't take certain trips
1	10419	30	The participant mentions how nepotism can triumph bias and can lead unfair advantages. The participant also mentions a more discrete but effective means of bias that occurs behind closed doors	Yes, if your father has connections to the company and can call and put in a good word for you, then naturally, you know, that surely will happen, you know, but you know, a lot of things happen behind closed doors that we're not privy to, and I'm sure that some of those things happen. But I would hope that it wouldn't.
1	74710	3	Position given to person who has a higher degree versus the person with more experience	So probably an unspoken barrier that a company is definitely not going to openly admit is the difference between what they call experience versus you know, acumen or knowledge. Right. so I personally have had an, an experience where I was passed over for a, an advancement opportunity, a management opportunity a leadership opportunity. And because I was told the other individual who came into the company after me didn't necessarily look like me was more experienced or more senior in their career. But a year later that individual floundered in the position, left the organization. And then I, I was approached to, you know, take up the reins and step in. So knows in, in my experience, that's probably been what I would say have been the barriers that I've had to, to potentially, that I've seen or had to overcome.
1	74710	21	Sometimes, companies value "experience" (time in the industry) over "acumen" (technical skill).	So probably an unspoken barrier that a company is definitely not going to openly admit is the difference between what they call experience versus you know, acumen or knowledge.
1	91240	19	There's a bias against the youth because of their lack of experience	The youth thing is already a disadvantage cause of the experience.