

# TYPES OF BIAS

## TWO KINDS OF BIAS:

### *EXPLICIT*

Conscious bias refers to the explicit preference for one over another based on characteristics such as race, gender, or socioeconomic status. This bias is visible and can manifest as discriminatory practices, unequal treatment, and favoritism. By recognizing and addressing these biases, individuals can create a more equitable and inclusive environment where all voices are valued.

### *IMPLICIT*

Unconscious biases are automatic and often go unnoticed in our interactions.

For instance, a participant's quiet demeanor may indicate disengagement when, in reality, they could be reflecting or processing their thoughts. Awareness of our biases helps us to create an environment where every participant feels encouraged to contribute, regardless of their communication style.

## Types of Implicit Bias:

**Confirmation Bias:** Looking for behavior that supports what we already believe.

**Affinity Bias:** Preferring those who seem more like us (in background, personality, etc.)

**Attribution Bias:** Assuming someone's behavior is due to who they are—not their circumstances.

