

Unexamined Bias

Unexamined bias is a form of stereotyping that is often unintentional, automatic, and outside our awareness. It is often contradictory to our conscious beliefs. Also called subtle or implicit bias. Framing it specifically as “unexamined” puts onus for change on the person who harbors or acts on bias, holding them accountable. Research shows that a great majority of people harbor unexamined biases that can influence their responses to situations and their decisions. The following list highlights evidence of bias in professional, evaluative settings which negatively impacts underrepresented groups.

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