



# Unconscious Bias

DR. CAROLE MCKINDLEY-ALVAREZ

# Unconscious Bias

## Learning Objectives:

1. Definition of Unconscious Bias
2. Participants will be able to identify the impact of unconscious biases on service delivery
3. Participants will be able to define and give examples of microaggressions
4. Participants will be able to identify strategies to address unconscious biases

# Unconscious Bias

Definition of unconscious bias:

“Bias is an inclination or prejudice for or against one person or group. In other words, unconscious bias are unconscious feelings we have towards other people – unconscious feelings that play a strong part in influencing our judgement of certain people and groups, away from being balanced or even-handed, in many different areas of life.” social talent



# Unconscious Bias

“Unconscious bias describes situations where our background, personal experiences, societal stereotypes and cultural context can impact our decisions and actions without us realising. How many of us have unduly and unknowingly experienced or perpetrated the negative forces of unconscious bias?”

the Guardian





# Unconscious Bias

What defines my  
perception? Who Am I?  
What do I value?

# Unconscious Bias

## Privilege

Privilege-Earned and Unearned

Non-Privilege vs. Advantages

*"Privilege: an invisible package of unearned assets that I can count on cashing in each day, but about which I was 'meant' to remain oblivious"* Peggy McIntosh

# Unconscious Bias

“Unconscious biases can impact our:

- **Our Perception** – how we see people and perceive reality.
- **Our Attitude** – how we react towards certain people.
- **Our Behaviors** – how receptive/friendly we are towards certain people.
- **Our Attention** – which aspects of a person we pay most attention to.
- **Our Listening Skills** – how much we actively listen to what certain people say.
- **Our Micro-affirmations** – how much or how little we comfort certain people in certain situations.” social talent

# Unconscious Bias

Microaggressions (inequalities):

“which refers to a comment or action that is subtly and often unintentionally hostile or demeaning to a member of a minority or marginalized group.” merriam-webster

-verbal

-non-verbal

-environmental



# Unconscious Bias

- Where do we see disparities ?
- Why do these disparities exist?
- How may unconscious biases contribute?

“ I treat everyone the same”

Unconscious biases can  
influence\_\_\_\_\_.

# Unconscious Bias

Addressing our unconscious bias:

1. Normalize
2. Recognize
3. Identify
4. Explore
5. Decide
6. Shifting your lens