**Unconscious Bias Presentation - Quotations Reference**

1. Definition of Unconscious Bias: “Bias is an inclination or prejudice for or against one person or group. In other words, unconscious biases are unconscious feelings we have towards other people – instinctive 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 Blog, Posted by Siofra Pratt, November 3rd, 2016, Posting found at: <https://www.socialtalent.com/blog/recruitment/9-types-of-unconscious-bias>

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

The Guardian, “How to recognize and overcome your unconscious bias”, by Kelly Long, December 14, 2015, Posting found at: [www.theguardian.com/women-in-leadership/2015/dec/14/recognise-overcome-unconscious-bias](http://www.theguardian.com/women-in-leadership/2015/dec/14/recognise-overcome-unconscious-bias)

1. “Psychologists and other scientists have shown that human beings, even those of us who firmly believe in equality, are prone to bias for and against certain groups of people”

Helping Courts Address Implicit Bias: Resources for Education, Author: Pamela M. Casey, 2012, PDF; National Center for State Courts Digital Object ID: <https://ncsc.contentdm.oclc.org/digital/collection/accessfair/id/246/>

1. “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”

“White Privilege: Unpacking the Invisible Knapsack” by Peggy McIntosh, 1989 Article, University of Maryland, Baltimore County Psychology Department, <https://psychology.umbc.edu/wp-content/uploads/sites/57/2016/10/White-Privilege_McIntosh-1989.pdf>

1. “Neurodiversity describes the idea that people experience and interact with the world around them in many different ways; there is no one "right" way of thinking, learning, and behaving, and differences are not viewed as deficits.”

“What is neurodiversity?” by Nicole Baumer, MD, Med and Julia Frueh, MD, Harvard Health Publishing, Harvard Medical School, November 23, 2021: <https://www.health.harvard.edu/blog/what-is-neurodiversity-202111232645>

1. “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

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1. 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 Dictionary, 2023: <https://www.merriam-webster.com/dictionary/microaggression>