UNDERSTANDING RACE & RACISM

Adoptive and Foster Family Coalition
NEW YORK
a source of support, information and advocacy since 1975

BIAS

Conscious and Implicit

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

add to your toolkit! flip for more on
- Understanding the operations of unconscious bias
- Looking at unconscious bias
- Managing our biases
- Understanding how implicit bias influences behavior

What is unconscious bias?

There are types of biases

1.Conscious bias (also known as explicit bias) and

2.Unconscious bias (also known as implicit bias)

Biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination are well documented, biases may exist toward any social group. One's age, gender, gender identity physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values.

- Understanding the Ten Operations of Unconscious Bias: https://youtu.be/l8efPyMVwDQ
- Looking at Unconscious bias and its results: https://youtu.be/rspZv2aOPp8
- Managing our biases: The Blindspot Series
  - Challenge Assumptions: https://youtu.be/BFcjfqmVah8
  - Broaden Perspectives: https://youtu.be/HbBTM8bJt8Q
  - Overcoming Stereotypes: https://youtu.be/6_yIevcJCPc
  - Enhance Objectivity: https://youtu.be/Pn5qOgz8dqs
- Understanding how implicit bias influences behavior: https://www.verywellmind.com/implicit-bias-overview-4178401#:~:text=While%20explicit%20biases%20and%20prejudices,on%20a%20more%20unconscious%20level

also available digitally on AFFCNY.ORG/bias/