



## Implicit Bias

- **Definition:** The assumptions, attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.
- Causes us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, ability, gender, sexual orientation, accent and appearance.
- Develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

The Ohio State University-Kirwan Institute for the Study of Race and Ethnicity

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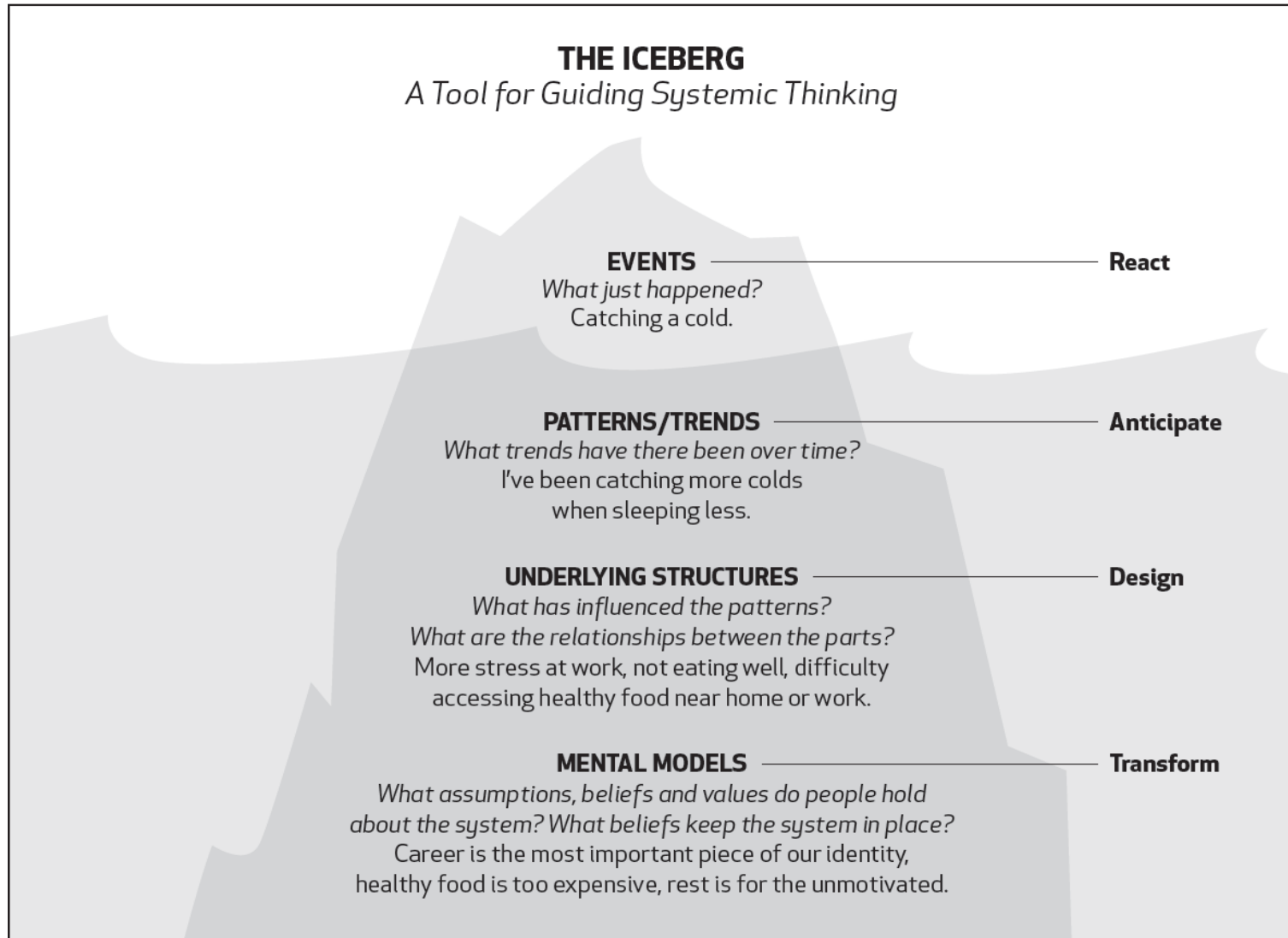
## Characteristics of Implicit Bias

- Pervasive.
- Implicit and explicit biases are related but distinct mental constructs.
- Not aligned: The implicit associations not align with our declared beliefs or even reflect stances we would explicitly endorse.
- We favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
- Malleable - implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

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# Why is this so important?



## ACCOUNTABILITY PATHWAY

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### ACCOUNTABLE

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Acknowledge  
reality



Own action  
commitment



Find  
solutions



Make "it"  
happen



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