

Unconscious Bias and Microaggressions

DEFINITION – WHAT IS UNCONSCIOUS BIAS

Unconscious bias - when you form a quick opinion about a situation or person without being consciously aware of it. Our brains form biases by using knowledge about social situations, attitudes, cultures, stereotypes, emotional reactions, and more.

Bias - Having a preference that inhibits impartial judgment. Allowing personal opinions to influence your judgment.

Prejudice - strong feelings or beliefs about a person or a subject. Prejudging others without reviewing the facts or information. Prejudice is often based on fear. Prejudice is conscious.

Stereotype - Assumption that everyone in a group is the same.



WHAT HAPPENS AT AN UNCONSCIOUS LEVEL?

The unconscious processing abilities of the human brain are estimated at roughly 11 million pieces of information per second. Compare that to the estimate for conscious processing: about 40 pieces per second.*

(Strangers to Ourselves: Discovering the Adaptive Unconscious – Timothy D Wilson 2004)

If you have experienced discrimination, contact EQUIP for free, impartial advice and support:

Phone Number
0330 135 6606

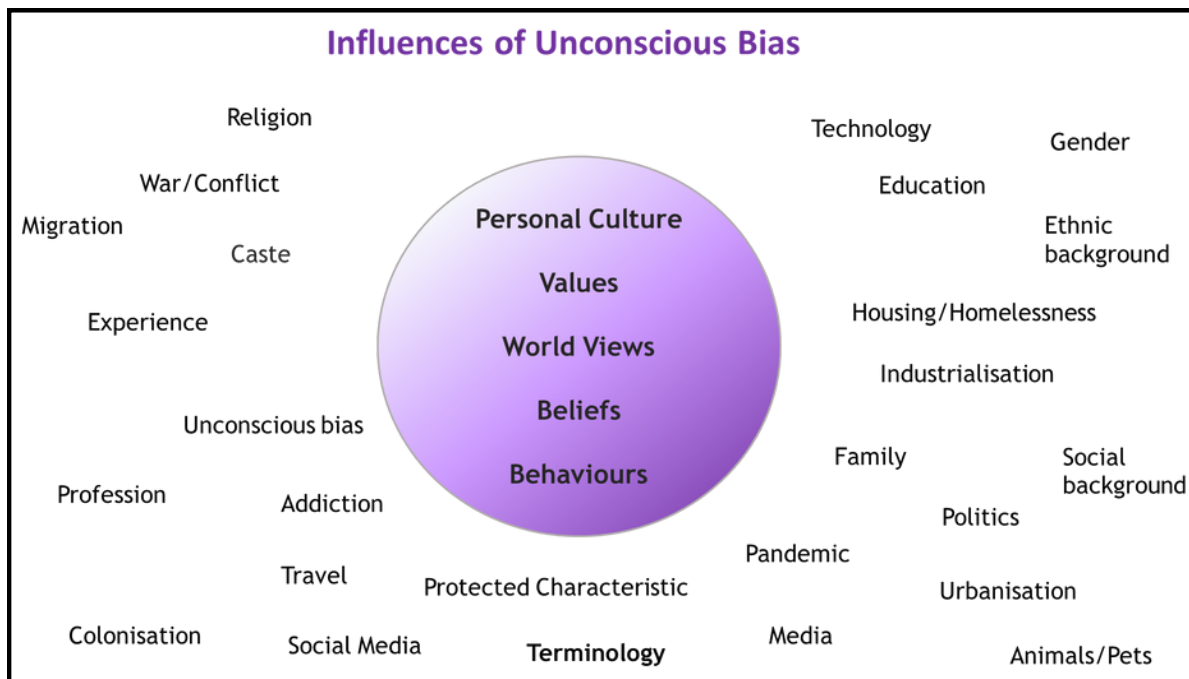
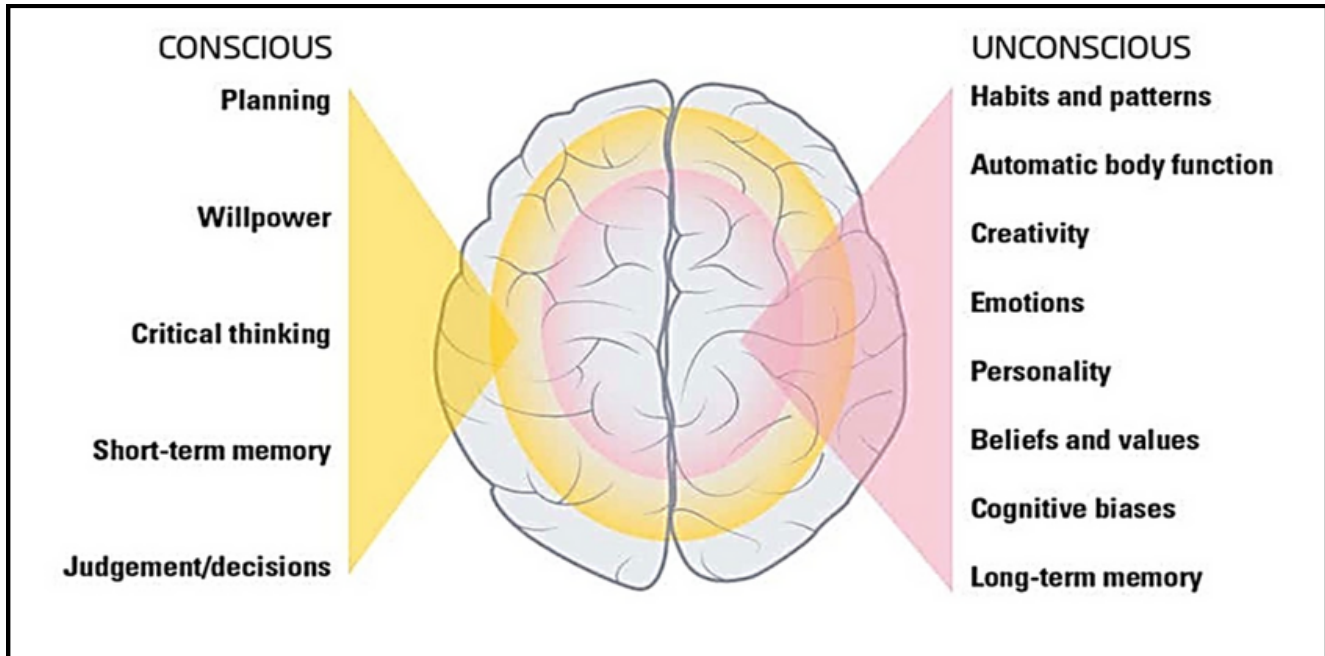
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HOW OUR BRAIN CATEGORISES INFORMATION



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TYPES OF UNCONSCIOUS BIAS

- Affinity Bias (also known as similarity bias)
- Attribution bias
- Beauty bias
- Conformity bias
- Halo effect
- Horns effect

HOW TO OVERCOME UNCONSCIOUS BIAS

Take your time during decision-making processes. Avoid snap judgements or opinions.

Think about each person as an individual. Do not make assumptions or stereotype.

Be honest with yourself. It's okay to have biases.

PRIVILEGE - DEFINITIONS

Privilege – a special right, advantage, or immunity granted that is only available to a particular person or group.

White Privilege – inherent advantages possessed by a white person on the basis of their race in a society characterised by racial inequality or injustice.

Male Privilege – advantages or rights that are only available to men on the basis of their sex. These advantages may vary depending on how closely they match their society's ideal masculine norm.



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PRIVILEGE - DEFINITIONS

Invisible Privilege – those individuals who have the benefit of a privilege but are unaware of the advantages that the privilege creates for them.

**PRIVILEGE IS
INVISIBLE TO THOSE
WHO HAVE IT**

MICROAGGRESSION - DEFINITIONS

Microaggression – a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a minority group such as a BME.



OTHER FORMS OF MICROAGGRESSIONS

- **Microinsults** - A microinsult is a comment or action that is unintentionally discriminatory.
- **Microinvalidations** - A microinvalidation is when a person's comment invalidates or undermines the experiences of a certain group of people.
- **Microassaults** - A microassault is when a person intentionally behaves in a discriminatory way while not intending to be offensive.

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