

Unconscious bias

"Unconscious bias refers to a bias that we are unaware of and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgements and assessments of people and situations, influenced by our background, cultural environment and personal experiences. Implicit bias refers to the same area but questions the level to which these biases are unconscious especially as we are being made increasingly aware of them. Once we know that biases are not always explicit, we are responsible for them. We all need to recognise and acknowledge our biases and find ways to mitigate their impact on our behaviour and decisions."

Equality Challenge Unit UK: Unconscious Bias in Higher Education Review 2013.

UCD Resources

<https://www.ucd.ie/equality/support/learningsupports/unconsciousbiasawarenessraising/>

Implicit Association Tests

Online tests designed to reveal unconscious attitudes and biases:

[Project Implicit \(harvard.edu\)](http://projectimplicit.harvard.edu)

Articles

- <https://www.wellandgood.com/what-is-unconscious-bias/>
- <https://www.theguardian.com/uk-news/2018/dec/02/unconscious-bias-what-is-it-and-can-it-be-eliminated>
- [How To Minimize Unconscious Bias During Recruitment \(forbes.com\)](http://forbes.com)

Podcasts

- <https://unconsciousbiasproject.org/podcast/>
- <https://player.fm/podcasts/Unconscious%2520Bias>

<https://www.ucd.ie/equality/support/learningsupports/unconsciousbiasawarenessraising/>