5 Key Characteristics of Implicit Bias

Implicit bias is when deep-seeded attitudes and stereotypes impact our actions, our decisions and our understanding, without us being conscious that it’s happening. This subconscious bias can impact how we feel about people based on race, ethnicity, appearance, age and other factors.

1. "Implicit biases are pervasive. Everyone possesses them, even people with avowed commitments to impartiality such as judges."

2. "Implicit and explicit biases are related but distinct mental constructs. They are not mutually exclusive and may even reinforce each other."

3. "The implicit associations we hold do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse."

4. "We generally tend to hold implicit biases that favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup."

5. "Implicit biases are malleable. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques."

Interested in working on your own biases surrounding race and gender? Try the Bias Cleanse at: www.lookdifferent.org/what-can-i-do/bias-cleanse.