
Explicit/Conscious Bias

vs.

Implicit/Unconscious Bias

Definition: Explicit Bias

The traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups. Positive or negative preferences for a particular group are conscious.

Definition: Implicit or Unconscious Bias

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs.



Conscious Processing

Biases are necessary -

They are a natural, automatic response and mental shortcut to process information and even have evolutionary benefits. They helped humans determine friend or enemy.

...But we are civilized now.



What We Know

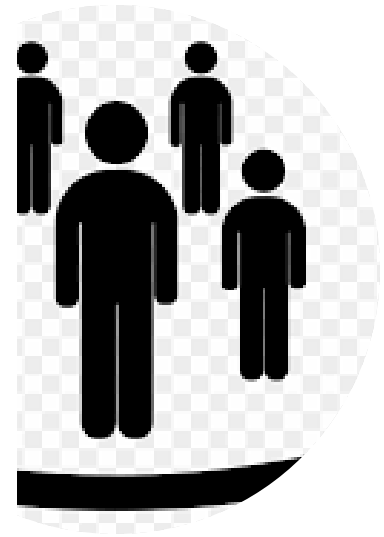
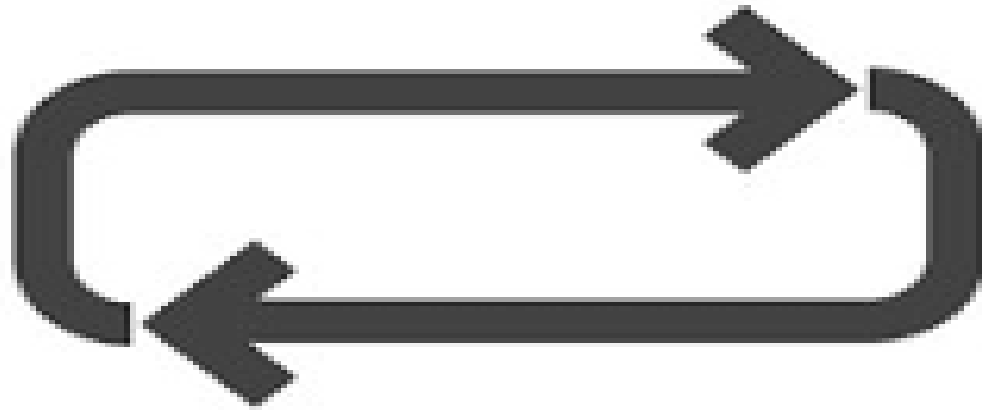
- We all have bias
- Bias is necessary
- Bias can be both good and bad
- Bias can be implicit or explicit



Where does unconscious bias come from?



Background & c
environme



Life experiences

Types of Unconscious Bias



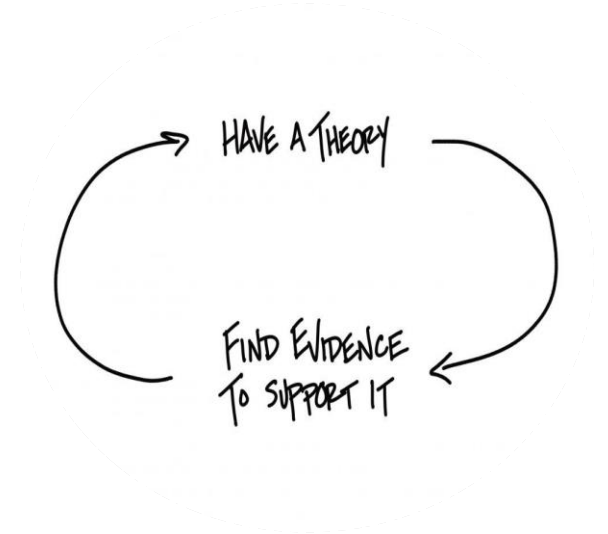
Social Categorization
Bias



Halo Effect
Bias

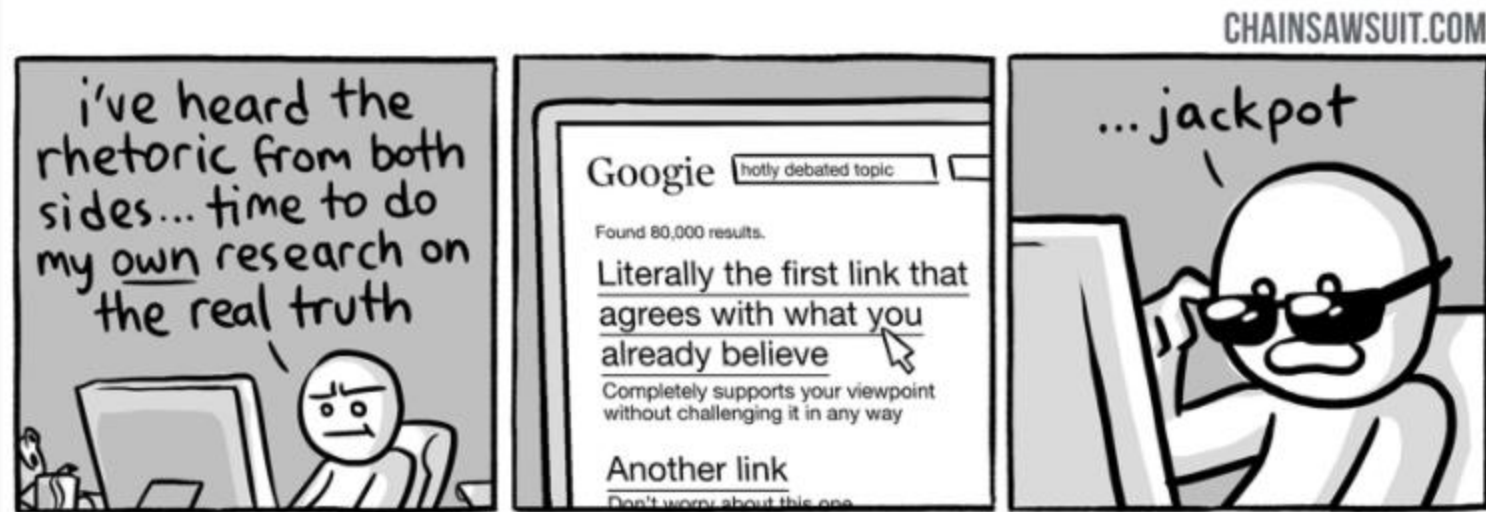


Affinity Bias



Confirmation Bias

Confirmation Bias



Straub, K. (2014). On research. Retrieved from: <http://chainsawsuit.com/>

How does unconscious bias show up in our work?

- Hiring (1)
- Mentoring/Precepting (2)
- Education
- Marketing
- Recruitment
- Direct Patient Care (3)
- 1:1 Interactions with colleagues
- Team meetings/huddles(4)

RESEARCH....

Companies hiring for STEM roles rated candidates with female and minority names lower than candidates with white male names. On average, **a female or minority candidate with a 4.0 GPA received the same rating as a white man with a 3.75 GPA.** On average, there was no disparity found in race and gender when employers were recruiting among students in the humanities, social sciences and business fields, leading the authors to attribute the results to unconscious, or implicit, bias when hiring for STEM roles (Kessler, Low, & Sullivan, 2019).

RESEARCH...

"Our troops face discrimination from companies on many fronts now.

"It used to be just a perception issue for returning soldiers -- a lack of understanding of what trained service people can bring to the table as an employee or how military skills can be utilized in a civilian workplace. Increased media attention around post-traumatic stress disorder (PTSD) has made some employers more concerned about the stability of those who have served in a combat zone, and now organizations are discriminating in hiring those who haven't been deployed yet as well, the reservists and National Guards folks. Their attitude is, 'I'm not going to hire someone who is at risk to leave and who I have to hold a job for.'"

RESEARCH...

“Victor Robinson had the courage to step forward and say what happened to him was wrong,” said EEOC Chair Charlotte A. Burrows. “The jury agreed, and their substantial verdict sends a clear message to employers everywhere that our nation will not tolerate disability discrimination,” (In 2023 awarded 36 million)

The jury found that the truckload carriers failed to hire and failed to accommodate Victor Robinson, who is deaf, for a truck driving job in 2016. The EEOC presented evidence that Robinson applied to work at Werner after completing training at Roadmaster, a Werner-owned truck driving school, and obtaining his commercial driver’s license (CDL). After he applied, Werner’s Vice President of Safety told Robinson that the company would not hire him because he could not hear.

SAFER Model

SAFER Model

Stormont Vail is committed to providing a supportive and safe workplace for staff and encourages the use of the **SAFER** Model when employees, patients or visitors behave in a discriminatory, harassing, or demeaning manner.

The SAFER model recommends the following responses:

- Step in when you observe behavior that does not align with Stormont Vail values or tenants.
- Address (the inappropriate) behavior with the individual.
- Focus on value and respect.
- Explain expectations while setting boundaries and follow through.
- Report ALL instances of misconduct in Verge and document and notify you manager.

Example of Scripted Responses to misconduct

- S: "Let's take a pause for a moment."
- A: "The comments you are making are inappropriate and could constitute [harassment/discrimination/etc]."
- F: "At Stormont Vail, we expect all patients, employees, and visitors to treat each other with mutual respect and dignity."

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- E: "I am going to give you the opportunity to stop addressing me inappropriately. If it continues, I am going to end our conversation."
- R: Next steps: Report the misconduct in Verge and to your manager.

References

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