

Unconscious Bias Outline & Resources

What is Unconscious Bias?

Unconscious bias (also known as implicit bias) is social stereotypes about certain groups of people that we form outside our own conscious awareness (UCSF). Unconscious bias is believed to be established by our interactions with other people in our society. Social learning experiences, like observing parents or friends, can trigger this type of bias.

It is important to be aware that it is human nature to have implicit biases, and for our purposes, when interviewing, hiring, and onboarding employees. People may unknowingly favor candidates based on similar backgrounds, shared experiences, etc. and therefore discourage a heterogeneous team. It is unlikely that we can change our unconscious mind, however the more aware of our biases we are, the better we will be able to avoid letting it command our decisions.

Below are some resources to help you become more aware of the different ways unconscious bias can affect the way you hire.

- Take the [Project Implicit](#) Quiz where you will test your own biases in multiple categories: gender, race, disability, and sexuality.
- Below are a few videos and an article to check out to learn more about removing biases in the hiring process.
 - [Regina Hartley](#): Why the best hire might not have the perfect resume
 - [Verna Myers](#): How to overcome our biases? Walk boldly toward them
 - [Avoiding Unconscious Bias](#)
- Check out this article on the [4 common types of biases](#)
- To review more information on biases on the candidate stage, review the attached document (How Unconscious Biases May Impact Reviewing a Resume)

For more information and resources visit [UCSF's Unconscious Bias](#) and [LBNL's](#) web page.