

**Bias:** A disproportionate weight in favor of or against an idea or finding.

<p>1. <u>Conscious bias</u> (also known as explicit bias) refers to the attitudes and beliefs about a person or group on a conscious level.</p> <p>2. <u>Unconscious bias</u> (also known as implicit bias) Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. 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. For example, biases may be more prevalent when multi-tasking or working under time pressure.</p> <p>3. <u>Classism</u> (also known as socio-economic bias) is differential treatment based on social class or perceived social class; prejudice against poor people. The systematic assignment of characteristics of worth and ability based on social class.</p> <p>4. <u>Sexual Orientation, Gender Identity, and Expression bias [SOGIE]</u>: the negative regard, inferior status and relative powerlessness that society collectively accords to any non-heterosexual behavior, identity, relationship or community.</p> <p>5. <u>Ability bias</u>: bias against persons due to their physical conditions, mental conditions, or perceived disability. Ability bias is the assumption that able bodied people are the norm in society, and that people who have disabilities must either strive to become normal or keep their distance.</p>	<p>6. <u>Confirmation Bias</u> The tendency to search for or interpret information in a way that confirms one's preconceptions.</p> <p>7. <u>Bandwagon effect</u> The tendency to search for or interpret information in a manner that agrees with perspectives that have already been adopted by others.</p> <p>8. <u>In-group bias</u> The tendency to search for or interpret information in a manner that favors members of one's group over those who are not a member of one's group.</p> <p>9. <u>Observational selection bias</u> The tendency to notice individuals, groups, or data for analysis because they are already in the front of one's mind.</p> <p>10. <u>Anchoring effect</u> The tendency to search for or interpret new information through the lens of the first piece of information offered.</p> <p>11. <u>Status Quo Bias</u> The tendency to search for or interpret information in a manner that favors the current state or status quo.</p>
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