

What is implicit bias?

How does implicit bias differ from
explicit bias?

BREAD

GREEN

DOCTOR

BREAD BUTTER

GREEN GO

DOCTOR NURSE

Automatic associations

BREAD BUTTER

GREEN GO

DOCTOR NURSE



Implicit vs. explicit bias

- Implicit bias = automatic associations between social groups and traits or characteristics
 - Men = doctors
 - Women = nurses
- Explicit bias = beliefs and attitudes that we report and endorse
 - Men AND women can be doctors!
- Can have implicit bias with no explicit bias



Implicit vs. explicit bias

- Implicit bias = automatic associations between social groups and traits or characteristics
 - Black people = criminal/threatening
 - White people = safe
- Explicit bias = beliefs and attitudes that we report and endorse
 - Black AND White people are safe
 - Black AND White people can be threatening



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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- Explicit bias = beliefs and attitudes that we report and endorse
 - Black AND White people are safe
 - Black AND White people can be threatening
- Can have implicit bias with no explicit bias
- Implicit bias is harmful and reinforces oppression



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