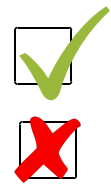


# UNCONSCIOUS BIASES

## Behavioral Checklist



Check all that apply

Ask yourselves the following questions during the hiring process to help prevent unconscious biases

**NORMATIVE  
BIAS**



Am I rejecting a valid way of demonstrating knowledge just because it is new to me?

**PERFORMANCE  
BIAS**



Am I making assumptions about merit because the applicant is in a dominant group?

**CONFIRMATION  
BIAS**



Am I assuming that the applicant is not qualified and then looking for evidence to support this conclusion?

**PERFORMANCE  
-ATTRIBUTION  
BIAS**



Am I assuming that this applicant is part of the job process because of special measures rather than merit?

**LIKEABILITY  
TRADE OFF**



Am I looking for a 'friend' or for a professional who meets job expectations?

**MATERNAL BIAS  
& DEBASEMENT  
FILTER**



Am I questioning the applicant's interest/investment in this role based on their personal identity?



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