A bias is a preconceived idea about certain groups of people that individuals develop outside their own conscious awareness.

Unconscious biases are not permanent, and we can take certain steps to limit their impact on our thoughts and behaviour:

1. **Self-awareness:** Recognize your own biases.
2. **Bias literacy:** Understand the nature of biases and how to counteract them.
3. **Conversations:** Promote healthy discussions and participate in education/training.

### Types of Unconscious Biases

**Anchoring Bias**

The tendency to be over-reliant on the first piece of information or characteristic we get.

Ask yourself: Is this piece of information comprehensive enough?

**Bandwagon Effect**

The probability of someone adopting a belief increases based on the number of people who hold that belief.

Ask yourself: Am I doing it because people around me are doing it?

**Confirmation Bias**

Predisposition to find information that confirms our expectations or stereotypes.

Ask yourself: Am I considering all the information available?

**Attribution Bias**

Success of those from dominant groups is attributed to their abilities, whereas for those from marginalized groups success is attributed to special help.

Ask yourself: Am I being condescending based on assumptions?

**Similarity Bias**

The tendency to select people that are more similar to us, as opposed to people who appear more different.

Ask yourself: Is my network reflective of diversity?

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Sources: Adapted from Queen’s University Human Rights Office.