

Implicit, Explicit and Systemic Biases Paper

Please read and review the following explanations for Implicit, Explicit and Systemic Biases. You will then follow the prompts below and write your paper (250 words min).

Implicit or unconscious bias

Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal or the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

- **Affinity bias**
Affinity bias is the unconscious tendency to show preference for those who are like us. This bias often shows up in hiring process as we search for candidates that "fit" the culture of the department.
- **Confirmation bias**
Confirmation bias occurs when we make a judgement or assumption about another person (these judgements and assumptions can be fueled by stereotypes), and we unconsciously look for evidence to back up our assumption of that person. We do this because we want to believe we're right and that we've made the right assessment of a person.
- **Stereotypes**
Stereotypes are an exaggerated belief, image or distorted truth about a person or group—a generalization that allows for little or no individual differences or social variation. Stereotypes are based on images in mass media, or stories and perceptions about other groups passed on by parents, peers and other members of society. Stereotypes can be positive or negative.
- **Microaggression**
Microaggression are everyday verbal, nonverbal, and environmental slights, snubs, and insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group memberships.

Explicit or Conscious Bias

“Explicit bias” refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

Systemic or institutional bias

Systemic or Institutional bias is prejudice, discrimination or unfairness directed by health, educational, government, judicial, legal, religious, political, financial, media, or cultural institutions through policies and practices that create different outcomes for historically underrepresented and marginalized groups. While institutional policies may never mention exclusion of marginalized group, their effect is to create advantages for those from advantaged groups and oppression and disadvantage for people from groups classified as marginalized.

Assignment Directions:

1. As you read the various explanations about bias, consider how they play out in your own life. Identify at least three specific factors that have likely shaped your own implicit or unconscious biases.
2. What examples of bias did you know about before reading the explanations? What examples were new to you?
3. How do you believe this will influence your work in real estate?
4. **Test your bias!** Take one of the Project Implicit Association Tests (IAT) and contribute to important research.
[Project Implicit Association Tests \(Links to an external site.\)](#)
5. Were you able to see any connections between your IAT results and the types of biases presented in the reading?
6. Were you able to see any connections between your IAT results and stereotypes that you may have been exposed to while growing up?

Additional resources

[UNDERSTANDING THE IMPACT OF UNCONSCIOUS BIAS IN A UNIVERSITY SETTING](#)

[11 Harmful Types of Unconscious Bias and How to Interrupt Them](#)

[Unconscious bias videos and discussion prompts](#)

[Discussion Questions for Unconscious Bias in Schools: A Developmental Approach to Racism, Revised Edition](#)

[Understanding Implicit Bias: The Power of Reflection](#)

The following videos are intended for public use and are provided by UCLA. [UCLA Equity, Diversity & Inclusion](#)

Implicit Bias 1. Preface: Biases and Heuristics

Embedded Code below

```
<iframe width="806" height="544"
src="https://www.youtube.com/embed/BwYFhJO9t50" title="YouTube video player"
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;
gyroscope; picture-in-picture" allowfullscreen></iframe>
```

Lesson 1: Schemas

Embedded Code below

```
<iframe width="806" height="544"
src="https://www.youtube.com/embed/OQGlgohunVw" title="YouTube video player"
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;
gyroscope; picture-in-picture" allowfullscreen></iframe>
```

Lesson 2: Attitudes and Stereotypes

Embedded code below

```
<iframe width="806" height="544"
src="https://www.youtube.com/embed/7FggGAXvLB8" title="YouTube video player"
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;
gyroscope; picture-in-picture" allowfullscreen></iframe>
```

Lesson 3. Real World Consequences

Embedded code below

```
<iframe width="806" height="544" src="https://www.youtube.com/embed/8SIb97tZSpl"
title="YouTube video player" frameborder="0" allow="accelerometer; autoplay;
clipboard-write; encrypted-media; gyroscope; picture-in-picture"
allowfullscreen></iframe>
```

Lesson 4: Explicit v. Implicit Bias

Embedded code below

```
<iframe width="806" height="544"  
src="https://www.youtube.com/embed/5S7Je6kbGDY" title="YouTube video player"  
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;  
gyroscope; picture-in-picture" allowfullscreen></iframe>
```

Lesson 5: The IAT

Embedded code below

```
<iframe width="806" height="544" src="https://www.youtube.com/embed/hr9xAcWv790"  
title="YouTube video player" frameborder="0" allow="accelerometer; autoplay;  
clipboard-write; encrypted-media; gyroscope; picture-in-picture"  
allowfullscreen></iframe>
```

Lesson 6: Countermeasures

Embedded code below

```
<iframe width="806" height="544"  
src="https://www.youtube.com/embed/RIOGenWu_iA" title="YouTube video player"  
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;  
gyroscope; picture-in-picture" allowfullscreen></iframe>
```