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Defining Key Terms

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KEY TERMS

DEFINING

What is Bias?

Bias is a prejudgment or tendency in favor of or against a specific person or thing.

What is Confirmation Bias?

Confirmation bias is when an individual favors or searches for information that confirms their already existing belief on a topic. Some ways to avoid confirmation bias in interviewing include making sure questions are not directed towards receiving a certain response and avoiding transcribing parts that only fit your opinion.

What is Implicit Bias?

Implicit bias is when an individual or group displays certain thoughts or actions towards a group unconsciously. These biases can be formed based on a person's upbringing, personal experiences, cultural beliefs, and media. People are unaware that these biases exist in their own minds even though it impacts their interactions and understanding of others.

What is Discrimination?

Discrimination is the unjust or prejudicial treatment of other people based on different categories. This can include harmful physical and/or verbal actions made by a person who believes s/he is superior to those of other races, genders, ages, or sexual orientations.

Discrimination stems from a lack of awareness of knowledge about different groups. Though these thoughts develop naturally as a means to categorize and organize the world, they can be changed through taking time to learn about other cultures, perspectives, and the importance of inclusion.

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