

# TYPES OF UNCONSCIOUS BIAS

There are various kinds of unconscious bias in the workplace that you may be guilty of without even realizing it. Here are the main types:

1

## RACIAL BIAS

Racial bias is one of the most insidious discrimination forms, but it's also the most common type of unconscious bias. It worsened during the coronavirus pandemic, with the deaths of George Floyd and Breonna Taylor. According to studies, only 3.2% of Black Americans are likely to occupy a top position, which is why it's important for workplaces to completely eradicate workplace unconscious bias.

2

## GENDER BIAS

This bias occurs when one gender is preferred over the other. Often, this happens when men are chosen over women in the workplace, but the opposite may also occur. Studies show that women are 30% less likely to be promoted into a leadership position even if their resumes are identical to their male counterparts'. This mirrors in the wages they earn. This is usually a result of unconscious gender bias.

3

## LGBTQ BIAS

Bias may also occur when people at the workplace interact with groups of people from the LGBTQ community. Employees from this community usually have a harder time advancing into a higher position.

4

## AFFINITY BIAS

This bias occurs when employees show an inclination towards people who are similar to them: shared hobby, culture, language, etc. This can impact decision-making when people choose workers based on implicit bias rather than skill.

5

## NAME BIAS

Name biases occur when a type of name is less likely to be chosen in favour of another. For example, employers may be more likely to hire people with names familiar to them rather than from foreign names.

6

## APPEARANCE BIAS

This bias occurs when people who look a certain way are treated differently. For instance, a person who is tall and lean may be treated differently than someone who is short and plus-sized.

7

## AGE BIAS

Age bias occurs when assumptions are made about a person based on their age. An older employee may be seen as "resistant to technology" while young staff may not be taken seriously because they are "inexperienced".

8

## HALO EFFECT

The halo effect occurs when you think that everything about a person occurs simply because you hold them in high regard.

9

## HORNS EFFECT

The horns effect is the opposite of the halo effect. We focus on the negative features of a person, preventing us from seeing their true skills. People should know that the flaws of a person do not represent them as a whole.

10

## CONFIRMATION BIAS

Confirmation bias is the tendency to want to confirm a pre-existent assumption or idea in regard to a specific group of people.