

**Understanding Implicit Bias** - Implicit – or unconscious - bias is the process of associating stereotypes or attitudes towards categories of people without conscious awareness. Implicit bias operates outside of the person's awareness and can be in direct contradiction to a person's espoused beliefs and values. Implicit bias automatically seeps into a person's affect or behavior and is outside of the full awareness of that person. These unconscious biases can play out in our decision-making regarding who we hire for a job or select for a promotion, which treatment options we make available to patients, who we design our outings for, and how we select participants. We know from extensive research that this kind of biased decision making plays out all the time in our schools, in hospitals, in policing, and in places of employment. The question is not if it is happening, but rather when is it happening and what can we do about it?

- Biased opinions may be held by everyone, including non-majority groups.
- They are a product of our culture.
- Bias is not a code word for racist/misogynist.
- Bias is MORE likely among those who consider themselves objective.
- Over time, bias and stereotypes become automatic associations.

How might implicit bias show up as we plan our outings?

- Gear
- Age
- Gender
- Physique
- Language
- Money
- Mobility aids
- Race/culture
- Transportation