



Unconscious Bias: Working in State/County/Town Government in 2024



Micro- Aggressions

Microaggressions are verbal, nonverbal, and environmental slights, snubs, or insults communicating hostile, derogatory, or negative messages based solely on someone's membership in a marginalized group

Examples of Micro-Aggressions

Microaggression	Theme	Implicit Bias/Context	Impact/Message
"Where are you from?" "Where were you born?" "You speak good English."	<i>Alien in own land</i>	When Asian Americans and Latino Americans are assumed to be foreign-born	You are not American. You are a foreigner
"You are a credit to your race." "You are so articulate." Asking an Asian person to help with a Math or Science problem.	<i>Ascription of Intelligence</i> - Assigning intelligence to a person of color on the basis of their race.	People of color are generally not as intelligent as Whites. All Asians are intelligent and good in Math / Sciences.	It is unusual for someone of your race to be intelligent.
"When I look at you, I don't see color." "America is a melting pot." "There is only one race, the human race." "All lives matter"	<i>Color Blindness</i> - Statements that indicate that a White person does not want to acknowledge race	Since race doesn't have an affect on me (white person) I can't see why we can't all get along.	Denying a person of color's racial / ethnic experiences. You must Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.



Unconscious Bias

Cultural bias: Judging a person based on the standards set by dominant culture.

Linguistic bias: Judging a person's linguistic style (or way of speaking, not limited to their accent) by the standard of the dominant linguistic style.

Halo Effect Bias: Occurs when an initial positive judgment about a person unconsciously colors the perception of the individual as a whole. A person with the halo effect applied to them can do no wrong, such as a teacher's pet.

Horn Effect Bias: Occurs when an overall judgement of something or someone is based on one negative trait or action. A person with the horn effect applied to them might be considered a troublemaker or low potential employee.

Conformity Bias: The force behind a person's desire to fit in. This bias is the tendency people have to behave like those around them rather than using their own personal judgment.

- Conformity Bias leads to Group think. We go along to get along.

Affinity Bias: The tendency to gravitate towards people who are like us in appearance, beliefs, and background.

Meritocracy Bias: In a meritocracy, we all have an equal chance of succeeding if we are self-motivated, work hard and persevere. The first problem with this is that these ideas are based on the presumption that the playing field is level for everyone. The second problem is that human beings are often the final judges in meritocracy, and we know humans all have unconscious biases.

Beauty Bias: Judging a person's work ability by their physical appearance. People who are categorically beautiful (tall, thin, youthful, light skin, Eurocentric beauty) often have positive biases applied to them. People who are not categorically beautiful might be underestimated.



Key Habits & Skills for becoming culturally competent

Feel free to reach out!

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