Week 3 Discussion

[Name of the Writer]

[Name of the Institution]

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Bias is the preference or the hate towards an individual, a group, or a thing. Biases are often held by individuals, a group or an entire institution (Easterly & Ricard, 2011). There are more negative impacts of bias than positive. Bias can be understood as discrimination towards a race or a particular ethnicity. Furthermore, bias can be aimed towards the age, gender, religion, weight, and sexual orientation along with many other aspects (Easterly & Ricard, 2011). Unconscious bias is the typical stereotyping of a certain group a society by the individuals of the society which takes place without them having a complete awareness of it. For instance, the unconscious bias that was discussed in the TEDx video was that few people would have considered a black pilot greeting them at the gate of the plane (TEDx Talks, 2018). Additionally, even fewer would have imagined a gay couple having dinner at the restaurant (TEDx Talks, 2018). And I am certain that none of the audience members would have thought about a female CEO of a tech company (TEDx Talks, 2018). This tends to show that there are widespread biases, though unconscious, still exist in our society.

After taking the tests, some results shocked me. I undertook the IAT test of weight. During the test when I saw thin people in succession I somehow forgot that there were fat people on the list. Therefore, I entered the wrong key for fat persons. To be clear, I pressed the key not intended for fat persons thinking that only thin people would appear on the list from now onwards. I completely trust the outcomes of the IAT tests undertaken. Honestly, I felt quite relaxed and composed while taking the tests. However, after receiving the results, I questioned myself about the unconscious bias I might have. The results were “automatic preference for thin people over fat people”. Yes, certain parts were easier. In some parts, a strong focus was needed. The unconscious bias that I have stumbled upon may influence me in the class. If I unwittingly gave preference to a thin individual over a fat individual, I might be exhibiting the unconscious bias once again. Certainly, Mead's strategies would help overcome this bias. I would try to learn about diversity a lot more, recognize stereotypes, and would shed a light on my bias from now onwards (Meads,2015).

**References**

Easterly, D. M., & Ricard, C. S. (2011). Conscious Efforts to End Unconscious Bias: Why Women Leave Academic Research. *Journal of Research Administration*, *42*(1), 61-73.

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