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The MRPA Race and Equity Advisory Committee will send articles, images, and quotes to help you move through your race equity journey. What we do matters to all!

### **Implicit Bias**

Stereotypes, generalizations, and unconscious or implicit biases are behaviors that we often make, even without thinking about it. No matter where you identify within demographic spectrums, it is not uncommon for a biased thought to cross your mind. Often times, these thoughts aren't necessarily harmful, but they shape your perspective on a person or group of people before even truly encountering them. Overgeneralization can often lead to discrimination, which is why it is important that we do the work to not only begin to recognize when we are making biased assumptions, but intentionally shift the way we think about those around us.

What work have you done lately to make yourself aware of your biases or preferences? It is common for people to naturally gravitate to their own "in-group." This group is often referred to as one that the person also identifies with. These identity markers could be anything from race, ethnicity, location, gender, etc. However, the harm comes when we not only prefer our in-group, but we exclude or even think down upon those who do not fall within one of our in-groups.

The following links can be used to help us understand what implicit bias is, how it impacts people, as well as how to train our brain to overcome it. A link to the Implicit Association Test is also included, as reference in the first video. These tests, produced by Harvard, can help us understand where our natural preferences tend to lean. We encourage you to utilize these resources to help gain a better understanding of how to overcome implicit bias.

**Implicit Bias | Concepts Unwrapped  
(8:09 minutes)**



**How to Outsmart Your Own Unconscious Bias | Valerie Alexander | TEDxPasadena  
(17:23 minutes)**



**Project Implicit Association Test**

<https://implicit.harvard.edu/implicit/education.html>

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