

Defining Bias

- Favorable or unfavorable attitudes/beliefs about a group that inform how we perceive or interact with members of that group.
- Typically based on traits, such as race, gender, age, sexual orientation, religion, or economic status.
 - It is a bias to immediately disapprove of people just because they display a certain trait, like those listed above.
 - It is also a bias to have an unfair preference for people with certain traits.
- Tips to reduce bias in review:
 - Understand your own biases
 - Examine your conclusions
 - Taking breaks when reviewing a lot of applications

