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