

## **Key Terms & Bibliography**

### ***Implicit Bias Concurrent Session***

### **AALS Clinical Legal Education Conference, 2015**

#### **Key Terms<sup>1</sup>**

**Explicit Bias** – People who hold explicit bias are aware of their stereotyping views and the views are endorsed and intentional.

**Implicit Bias** – Also known as hidden bias or unconscious bias, is an unconscious attitude that often clashes with professed (explicit) belief about groups. Implicit bias arose as a way to explain why discrimination persists, even though polling and other research shows that people oppose it.

**Implicit Analysis Test (IAT)** – an online attitude measurement test that can measure implicit or unconscious attitudes about various differences, such as race, gender, skin-tone, disability, weight, sexuality, age, and religion.

**Institutional Discrimination** – Policies and practices within institutions that result in the systematic distribution of resources, power, and opportunity to the benefits of the dominant group and the exclusion of the subordinate group.

**Micro-affirmation** – Apparently small acts, which are often ephemeral and hard to see events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed. (Rowe, 2008)

**Micro-aggression** – Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color. (Sue et al 2007)

**Prejudice** – An opinion, prejudgment, or attitude about a group or its members. It can be positive, but is usually negative.

**Schemas** – “templates of knowledge that help us to organize specific examples into broader categories.” (Kang, 2009). We have schemas for objects, processes, and people. They allow us to operate without expending valuable mental resources in an automated way, given the extraordinary amount of daily decisions we make. Schemas are “mental shortcuts. When applied to people, schemas are expectations or hypotheses about the characteristics of a person based on their group membership.

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<sup>1</sup> Key Terms adapted from The University of Iowa, Addressing Unconscious Bias Workshop Series – 2013.

**Social Privilege** – A system of unearned advantages afforded a social group and its members because of skin color, social class, religion, ethnic group membership, gender, sexual orientation, or other social characteristics.

**Stereotype** – An exaggerated belief, image or distorted truth about a person or group – a generalization that allows for little or no individual differences of social variation (based on mass media, reputations passed on by parents, peers etc.) can be positive or negative.

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