

Implicit Bias

- Learned stereotypes and prejudices that operate automatically and unconsciously when interacting with others.
- When racial impacts are not consciously considered during the lawmaking/decision-making process or in interpersonal interactions, there is more likelihood that negative racial impacts will result.
- Negative racial impacts may or may not be intentional. Positive racial impacts often require **intentionality**. The root of addressing implicit bias is at the individual level.