Unraveling BIAS in the Brain

PREJUDICE is a preconceived opinion that is not based on reason or actual experience.

DISCRIMINATION is the unjust or prejudicial treatment of different categories of people.

OPPRESSION is the combination of prejudice and power which creates a system that discriminates against some groups and benefits other groups. There are four types of oppression: ideological, interpersonal, institutional, and internalized.

SYSTEMS OF OPPRESSION enable dominant groups to exert control over non-dominant groups by limiting their rights, freedom, and access to basic resources such as health care, education, employment, and housing.

STEREOTYPES are a widely held but fixed, oversimplified, and generalized image or idea of a particular type of person or thing, including personal traits or circumstantial attributes.

MARGINALIZATION is the treatment of a person, group, or concept as insignificant or peripheral.

MARGINALIZED GROUPS refer to individuals who are consistently confined to the lower or peripheral edges of society or groups, because they are commonly seen as different from perceived norms and dominant cultures. They often experience disadvantage and discrimination that stem from systemic social inequalities and injustices.

MICROMESSAGES are small, subtle, unconscious messages that are sent and received when communicating with others.

IMPLICIT BIAS refers to the attitudes or stereotypes that affect one's understanding, actions, and decisions in an unconscious manner.

IMPLICIT PREJUDICE is in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

SELF-REGULATION is the ability to manage one's behaviors, including the ability to set specific goals, and to use appropriate strategies to attain those goals. Or it is the process of acting in an intentional manner, often through mechanisms of cognitive control.

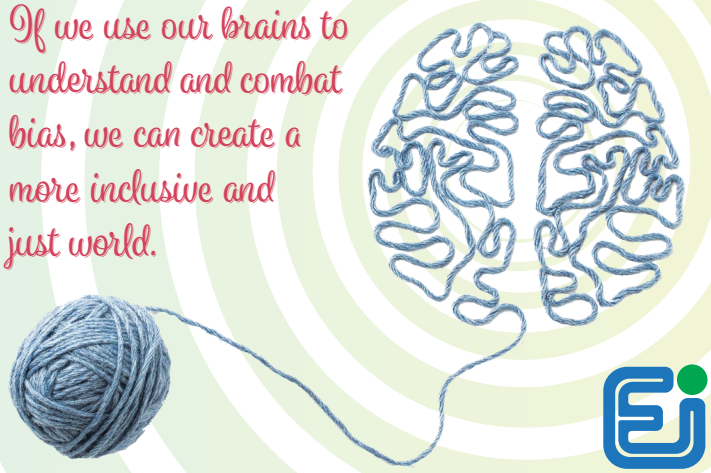
FEAR CONDITIONING refers to the pairing of an initially neutral stimulus, such as light, a tone, symbol, or color, with an aversive fear eliciting stimulus. The conditioned fear response is described in terms of emotional, behavioral and physiological responses.

EMPATHY is the ability to understand and share the feelings of another.

MENTALIZING is the process of considering a person's unique perspective and motives.

DEHUMANIZATION is the process of depriving a person or group of positive human qualities, and the literal stripping of human attributes with an animal or object association.

If we use our brains to understand and combat bias, we can create a more inclusive and just world.



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