

Type of Bias

Overview

General Definition: Bias consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another.

Cultural bias/Implicit Bias	Implicit bias is an automatic reaction we have towards other people. These attitudes and stereotypes can negatively impact our understanding, actions, and decision-making. The idea that we can hold prejudices we don't want or believe was quite radical when it was first introduced, and the fact that people may discriminate unintentionally continues to have implications for understanding disparities in so many aspects of society, including but not limited to health care, policing, and education, as well as organizational practices like hiring and promotion.
Explicit Bias	Biases that you are consciously aware of, and that you admit to yourself and potentially others
In-group bias	This type of bias refers to how people are more likely to support or believe someone within their own social group than an outsider. This bias tends to remove objectivity from any sort of selection or hiring process, as individuals tend to favor those who they personally know and want to help
Decline bias	The decline bias refers to the tendency to compare the past to the present, leading to the decision that things are worse, or becoming worse in comparison to the past, simply because change is occurring.
Confirmation bias	This type of bias refers to the tendency to seek out information that supports something you already believe, and is a particularly pernicious subset of cognitive bias—you remember the hits and forget the misses, which is a flaw in human reasoning. People will cue into things that matter to them, and dismiss the things that don't, which can lead to the "ostrich effect" (named so because ostriches bury their heads in the sand), where a subject seeks to avoid information that may disprove their original point.
The Dunning-Kruger Effect.	This particular bias refers to how people perceive a concept or event to be simplistic just because their knowledge about it may be simple or lacking—the less you know about something, the less complicated it may appear. However, this form of bias limits curiosity—people don't feel the need to further explore a concept, because it seems simplistic to them. This bias can also lead people to think they are smarter than they actually are because they have reduced a complex idea to a simplistic understanding

<p>Bias impact</p>	<p>Harm caused by negative bias, prejudice, hate, and/ or bigotry. Bias impact can include but is not limited to:</p> <ul style="list-style-type: none"> • Interference with ability to work, learn, and maintain healthy relationships. • Marginalization from the community and barriers to participation. • Rendering groups more vulnerable, powerless, and feeling unwelcome. • Increased distrust and the erosion of a healthy sense of community.
<p>Self-serving bias</p>	<p>A self-serving bias is an assumption that good things happen to us when we've done all the right things, but bad things happen to us because of circumstances outside our control or things other people purport. This bias results in a tendency to blame outside circumstances for bad situations rather than taking personal responsibility</p>
<p>Optimism or pessimism bias</p>	<p>This bias refers to how individuals are more likely to estimate a positive outcome if they are in a good mood, and a negative outcome if they are in a bad mood</p>
<p>Information bias</p>	<p>Information bias is a type of cognitive bias that refers to the idea that amassing more information will aid in better decision-making, even if that extra information is irrelevant to the actual subject at hand</p>
<p>Selection bias</p>	<p>This bias refers to the way individuals notice things more when something has happened to make us notice that particular thing more—like when you buy a car and suddenly notice more models of that car on the road. The car has simply become part of the individual's observations, so they tend to observe it more elsewhere (also known as observational selection bias).</p>
<p>The Backfire Effect</p>	<p>Backfire Effect refers to the strengthening of a belief even after it has been challenged. Cook and Lewandowsky (2011) explain it very well in the context of changing people's minds in their <i>Debunking Handbook</i>. The Backfire Effect may work based on the same foundation as <i>Declinism</i>, in that we do not like change. It is also similar to <i>Negativity Bias</i>, in that we wish to avoid losing and other negative outcomes – in this case, one's idea is being challenged or rejected (i.e. perceived as being made out to be 'wrong') and thus, they may hold on tighter to the idea than they had before. However, there are caveats to the Backfire Effect – for example, we also tend to abandon a belief if there's <i>enough evidence</i> against it with regard to <i>specific facts</i>.</p>

Resources:

<https://implicit.harvard.edu/implicit/aboutus.html>

<https://nmaahc.si.edu/learn/talking-about-race/topics/bias>

<https://www.justice.gov/file/1437326/download>

References

<https://www.brown.edu/about/administration/institutional-diversity/incident-reporting/bias-incidents/glossary-terms>

<https://diversity.nih.gov/sociocultural-factors/implicit-bias>

<https://www.elon.edu/u/bias-response/definitions-terms/>

<https://www.masterclass.com/articles/how-to-identify-bias>

<https://nmaahc.si.edu/learn/talking-about-race/topics/bias>

<https://www.projectimplicit.net/>