



Emerging from the Shadows: Unconscious Bias in the Workplace

Katrina Grider

Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

**Board Certified in Labor and Employment Law -
Texas Board of Legal Specialization**



The Human Brain & Bias

The human brain
takes in
11 million bits of
information every
second.





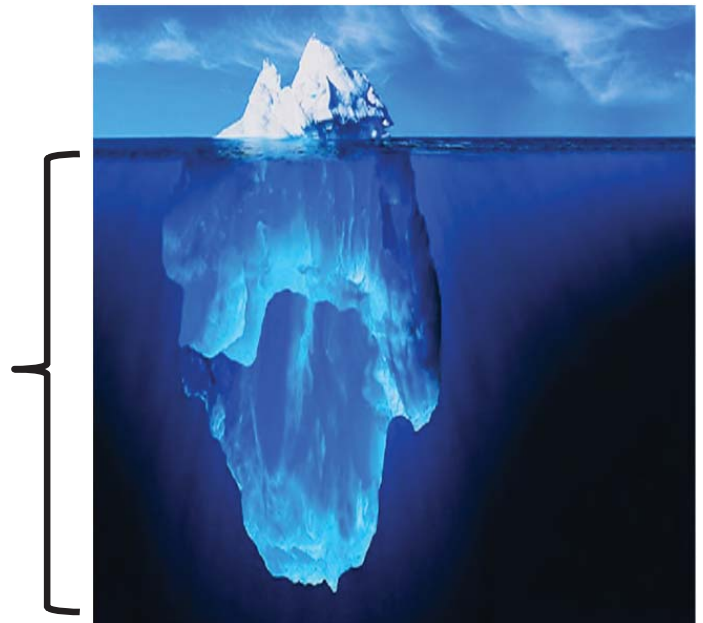
The Human Brain & Bias

- The brain can only process **40 bits** of information/second
- To process the remaining 10,999,660 bits of information, the **brain takes mental shortcuts**



What is Unconscious Bias?

Operates at the **subconscious level**. We are NOT aware that we have them



A wooden gavel rests on a wooden block next to a pair of wooden scales of justice. The background is a gradient of green and blue.

What is Unconscious Bias?

Runs contrary to our stated **conscious** beliefs and attitudes.

- ❖ We can say that we believe in equity (and truly believe it).
- ❖ But then we **unintentionally** behave in ways that are biased and discriminatory.

A wooden gavel rests on a wooden block next to a pair of wooden scales of justice. The background is a gradient of green and blue.

Our unconscious biases can differ from our **consciously** held beliefs



“There is nothing more painful to me at this stage in my life than to walk down the street and hear footsteps and start thinking about robbery. Then look around and see somebody white and feel relieved.”

Jesse Jackson

Also available as part of the eCourse

[Answer Bar: Handling Employee Investigations in Today's Woke Workplace](#)

First appeared as part of the conference materials for the
25th Annual Labor and Employment Law Conference session
"Emerging from the Shadows: Unconscious Bias in the Workplace"