

Emerging from the Shadows: Unconscious Bias in the Workplace

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The Human Brain & Bias

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





The Human Brain & Bias

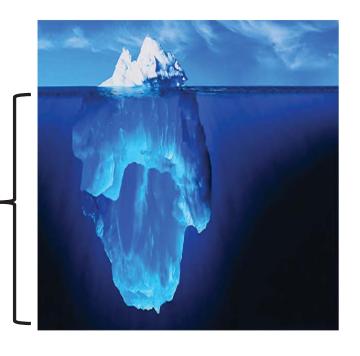
- The brain can only process 40 bits of information/second
- To process the remaining 10,999,660 bits of information, the brain takes mental shortcuts





What is Unconscious Bias?

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





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.



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 Workplace

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