



# 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.**





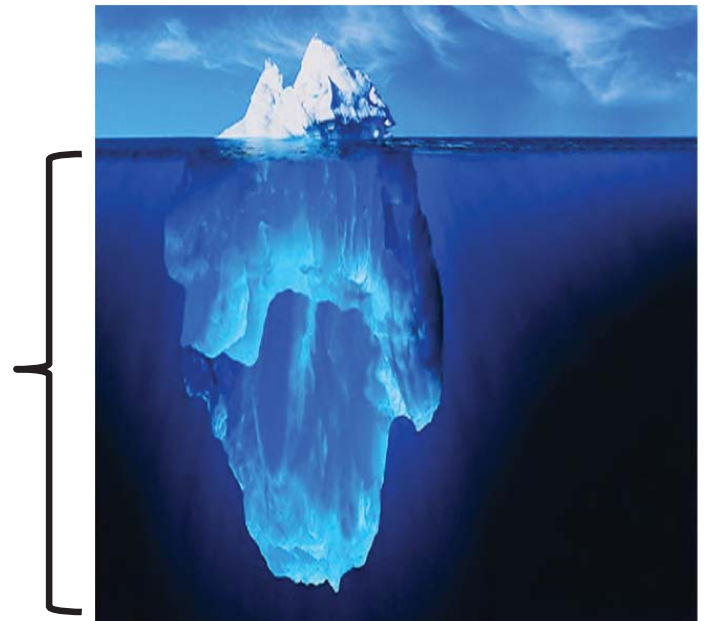
## The Human Brain & Bias

- 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

[2018 Labor and Employment Law eConference](#)

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