

Cultural Competency and Racial Bias

<https://www.youtube.com/watch?v=R0hWjfdyCo&feature=youtu.be>

Confirmation Bias: also called confirmatory bias or myside bias, is the tendency to search for, interpret, favor, and recall information in a way that confirms one's preexisting beliefs or hypotheses.

Affinity Bias: occurs when hiring managers show a marked preference for candidates to whom they can relate which can play an overarching role in many selection decisions.

Explicit Bias: the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat.

Implicit Bias: any unconsciously-held set of associations about a social group. Implicit biases can result in the attribution of particular qualities to all individuals from that group, also known as stereotyping. Implicit biases are the product of learned associations and social conditioning.

In-Group Favoritism: the tendency for humans to be more helpful and positive towards members of their own group over members of an out-group.

Tournament of Merit: same performance = same score; same talent = same investment

<https://www.youtube.com/watch?v=7FgqGAXvLB8&feature=youtu.be>

Attitude: General gut feeling or evaluate valance.

Stereotype: A trait associated with a category or group.

https://www.youtube.com/watch?v=RIOGenWu_iA&feature=youtu.be

Mindset:

- Be humble
- Be mindful
- Be internally motivated to be fair

Debiasing:

- Remold bias thinking
- Counter-typical exemplars
- Remain constantly vigilant

Decoupling:

- Break the link between bias and behavior