Implicit Bias

• Learned stereotypes and prejudices that operate automatically and unconsciously when interacting with others.

• When racial impacts are not consciously considered during the lawmaking/decision-making process or in interpersonal interactions, there is more likelihood that negative racial impacts will result.

• Negative racial impacts may or may not be intentional. Positive racial impacts often require **intentionality**. The root of addressing implicit bias is at the individual level.