

Unconscious Bias in Virtual Interviews

Definitions and Additional Resources

Definitions

Unconscious bias, also known as implicit bias, refers to attitudes or stereotypes that are outside our awareness but nonetheless affect our understanding, our interactions, and our decisions.

Explicit bias is the traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups. Positive or negative preferences for a particular group are conscious.

Articles

[Implicit Racial Bias in Medical School Admissions](#)

[Being Conscious of Bias in Virtual Recruitment](#)

[Using Zoom for job interviews right now makes an age-old problem even worse](#)

[There's an unconscious bias in virtual meetings. Here's how you can avoid it.](#)

Books

[Blindspot: Hidden Biases of Good People](#)

[The Invisible Gorilla: How Our Intuitions Deceive Us](#)

Tool

[The Implicit Association Test](#)