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