

Implicit Bias Citations Attachment

1. APA definition of Implicit Bias: Implicit bias is a negative attitude, of which one is not consciously aware, against a specific social group [...] thought to be shaped by experience and based on learned associations between particular qualities and social categories. Individuals' perceptions and behaviors can be influenced by the implicit biases they hold, even if they are unaware they hold such biases. Implicit bias is an aspect of implicit social cognition: the phenomenon that perceptions, attitudes, and stereotypes can operate prior to conscious intention or endorsement. <https://www.apa.org/topics/implicit-bias>
2. APA definition of Explicit Prejudice: Explicit prejudice [is] a negative attitude against a specific social group that is consciously held, even if not expressed publicly. The person is thus aware of and can report on this type of prejudice, typically via questionnaires that require participants to indicate whether they agree or disagree with the statements presented. An explicit belief is one that is consciously endorsed by the individual. <https://dictionary.apa.org/explicit-prejudice>
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