

Belonging Education & Support System

Division Of Inclusive Excellence

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Defining Bias

- What is Bias?
- What is a Bias Incident?
- Categories of Bias

Bias comes in multiple forms. Unfortunately, we all have bias and may or may not be aware of how it is expressed. To improve understanding of bias and how it presents itself, below we define bias, a bias incident, and provide categories of bias.

What is Bias?

“ Favoring of or against one person, group or thing compared with another, usually in a way considered to be unfair. Biases can be conscious or unconscious — explicit or implicit. In addition, bias can be institutionalized into policies, practices and structures ”

— Brown University, 2021

What is a Bias Incident?

The Clery Act defines a *bias* incident as an incident or act performed based on a negative opinion or attitude toward a group of persons based on race, ethnicity, national origin, gender, gender identity, sexual orientation, religion, and disability.

Categories of Bias

ACCESS BLOCKING

An individual or systemic limitation of access to resources, opportunities, products or services.

DISCRIMINATION

Per CSU Policy, Discrimination is (an) Adverse Action(s) against a [Person] because of their Protected Status. For the full definition, please see the [CSU Nondiscrimination Policy](#).

EXCLUSION/ MICROINVALIDATIONS

The act of limiting or removing a voice, perspective, or presence within a group or setting; communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of an individual or group.

HATE INCIDENT

A “hate incident” is motivated by an individual or individuals' bias, stereotyping, or lack of tolerance for difference. Racial epithets or other targeted and historic terms meant to degrade, dehumanize, or devalue are forms of explicit and stated bias. Though hate speech is offensive, it is protected speech under the 1st amendment rights of the constitution.

HIERARCHY OF HUMAN VALUE

Unequal treatment based on socio-economic status, job classification, citizenship status, race, gender, sexual orientation, age, or title.

INVISIBILIZED

The act of being passed over; not being seen or acknowledged for perspective, voice, experience, or contribution.

MICROAGGRESSIONS

The implicit or explicit act of constant verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward protected class or culturally marginalized groups.

PROCEDURAL INJUSTICE

1. Unfair or unequal due process
2. A lack of transparency in actions
3. Limitations in the opportunity to voice your concerns
4. Partial or discrimination in decision making due to a protected class category or identity

SILENCING

The act of chilling, censoring, or quieting the voice or perspective of an individual or group.

** This is not an exhaustive list.*