



3-4-5 Implicit Bias Key Vocabulary Definitions

Stereotype: (noun)

An oversimplified and/or unfair belief or idea that groups of people have particular characteristics or that all people in a group are the same.¹ Even when a stereotype about a group is based on a seemingly positive characteristic, it can have a negative impact when people assume that it is true for all members of the group.²

Prejudice: (noun)

A negative judgment, opinion, or attitude about a group or its individual members. Prejudices are often accompanied by ignorance, fear, suspicion, hostility, or hatred.³

Discrimination:

Behavior that treats people unequally because of their group memberships. Discriminatory behavior, ranging from slights to hate crimes, often begins with negative stereotypes and prejudices. For example, a person might be discriminated against because of their appearance, race, religion, ethnicity, sexual orientation, or gender, or because they are not able-bodied.⁴

Conscious:

refers to something, such as a belief, that we *are aware of*. An **unconscious** belief is one that we are *unaware* that we hold.

Notes:

1. From Teaching Tolerance, <https://www.tolerance.org/>
- 2-4. From The Anti-Defamation League, <https://www.adl.org/>