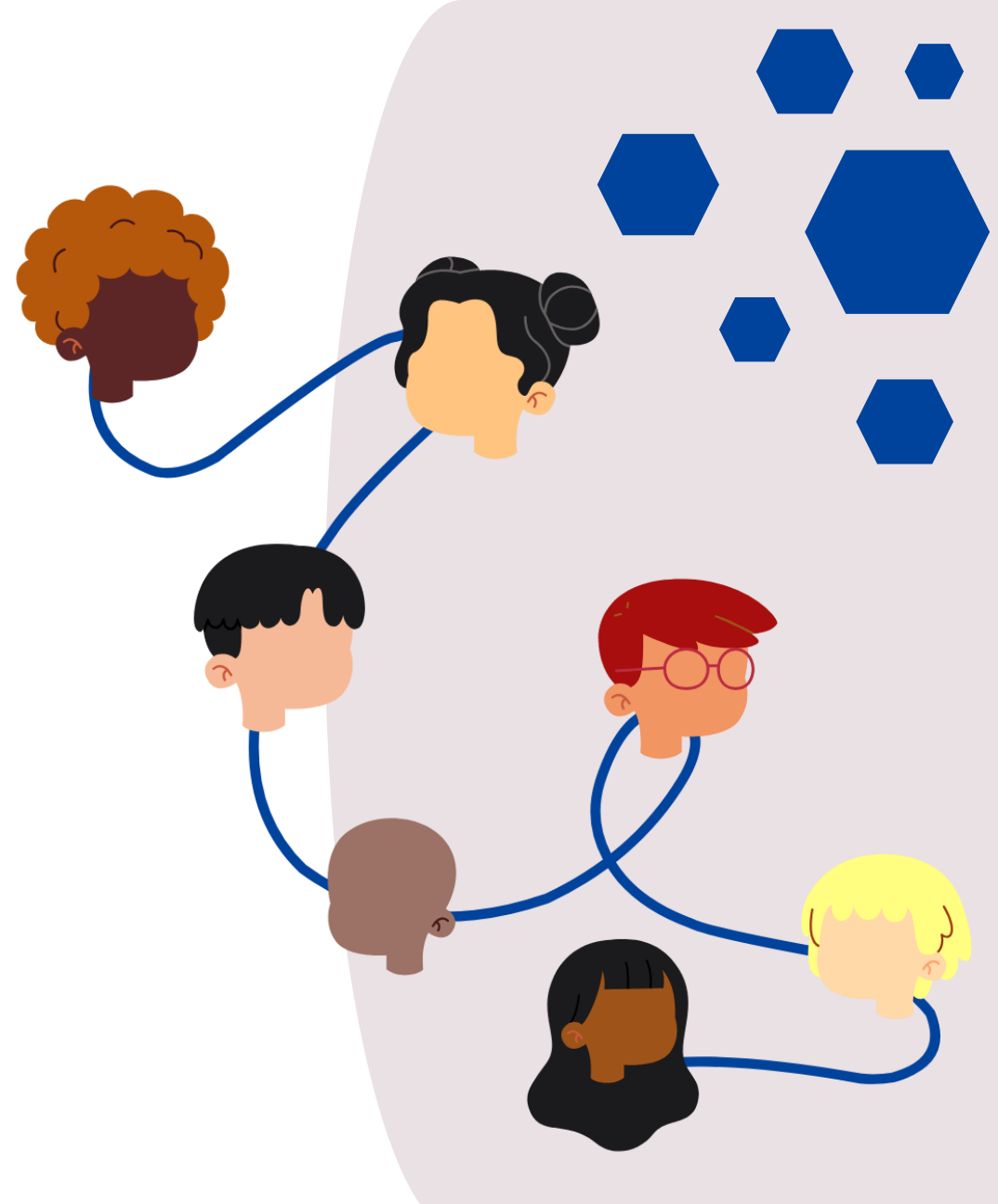


EDI Moment

Bias



What is bias?

- Bias is an attitude or belief in favour of or against a thing, person or group.
- Bias can prevent us from being objective, meaning not influenced by personal feelings or opinions.
- Biases help human beings make decisions and understand the world around us by making automatic associations, such as what's good or bad, or what we like and don't like.
- Some biases, whether you're aware of them or not, can be harmful towards others.

Types of Bias and Examples

Type	Description	Examples
Explicit Bias (Conscious)	Bias that you are aware of and may even express openly.	<ul style="list-style-type: none">• Saying "people with diabetes are unhealthy because they don't take care of themselves."• Saying "I don't trust people from that neighbourhood."
Implicit Bias (Unconscious)	Bias that you are not fully aware of, but it still affects your decisions and actions.	<ul style="list-style-type: none">• Feeling surprised when you meet a person with diabetes who is an athlete.• A teacher unknowingly calling on boys more often than girls in math class.



Taking a moment to reflect on your own biases – and whether they might be doing harm – can help you become more aware and figure out how to work on them.

Addressing Bias in the CanScreen T1D Consortium

How the CanScreen T1D team is, and can continue, addressing bias:

- ✓ Ensuring a wide range of perspectives and lived experiences are at the table
- ✓ Promoting training and educational opportunities related to bias
- ✓ Engaging in regular self- and team-reflection on what biases are present and how to address them
- ✓ Consulting the Health Disparities and EDI/SGBA+ Committee if there are any questions or concerns about bias



Resources and Additional Learning

- [Bias in Peer Review Training Module](#) (CIHR)
- [Virtual Tests to Help You Identify Your Biases](#) (Project Implicit)
- [Unconscious Bias](#) (Diversity Institute)
(YouTube Video - 5 min 40 sec)

