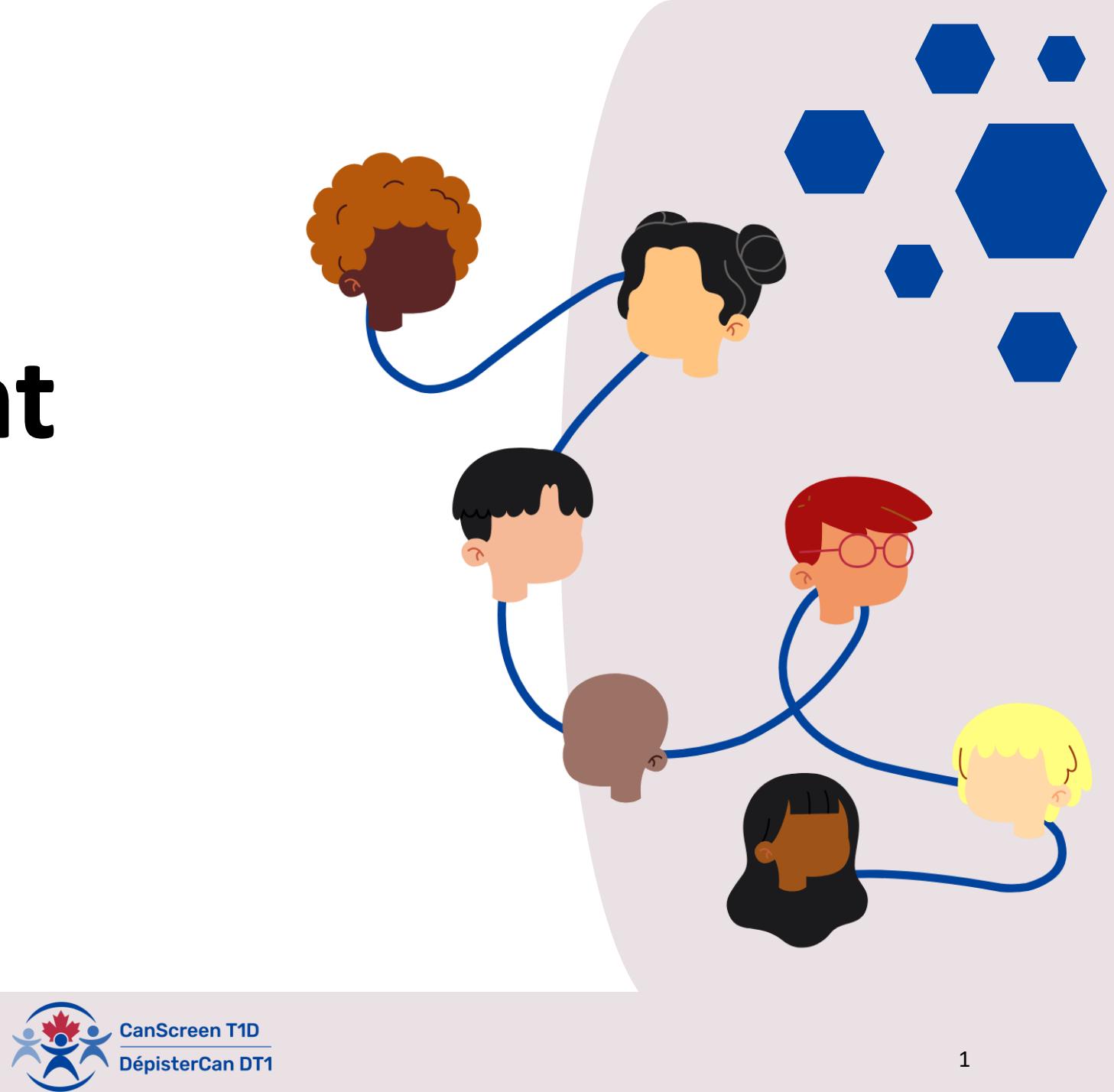


# EDI Moment

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"><li>Saying "people with diabetes are unhealthy because they don't take care of themselves."</li><li>Saying "I don't trust people from that neighbourhood."</li></ul>
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"><li>Feeling surprised when you meet a person with diabetes who is an athlete.</li><li>A teacher unknowingly calling on boys more often than girls in math class.</li></ul>



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)

