

GLOSSARY

Confronting Bias: Thriving Across Our Differences

With Vernā Myers and Arianna Huffington

Term	Definition
confirmation bias	A bias that categorizes an individual into an in-group (you did not pay attention to the data that suggests your idea of another person is incorrect) or an out-group (you can only see what is wrong with the other person)
cultural lens	The way we see the world around us, based on our experiences or what we have been taught
diversity	Recognizing the differences in individuals; respecting and valuing them based on ethnicity, gender, age, race, religion, disability, and sexual orientation
inclusion	The act of including individuals in a group so they can thrive and contribute; having policies and practices that provide equal access to opportunities and resources for those who may otherwise be excluded or marginalized
unconscious bias	Sometimes called implicit bias or cognitive bias; a belief about certain groups of people that individuals form outside their own conscious awareness