



**Canada Snowboard, in Collaboration with INclusion INcorporated,
Unconscious Bias Training Part 1**

“Bias consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another”

“Unconscious bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgements, decisions and behaviors.”

(Micro)aggression* are defined as the everyday, subtle, intentional, and often at times unintentional - interactions or behaviours that communicate some sort of bias toward historically marginalized groups. They are repetitive, based on rooted in historical discrimination, systemic discrimination, stereotypes and they create harm.

Even if intentional or unintentional they can create harm.

**micro does not refer to small, but repetitive or frequent actions*

What we know about unconscious bias:

- Everyone has them;
- They can be activated within a fraction of a second;
- We can hold biases against our own group;
- We can hold biases that go against our stated beliefs;
- Biases are generally shared within social groups, though people also have biases favouring people who share their identities;
- Biases are persistent, but can be changed with attention and work.

What unconscious bias causes:

- Prevents us from seeing fairly and accurately the information, or the people, in front of us;
- Systematically disadvantages already disadvantaged people;
- Require ‘above and beyond’ of marginalized communities to try and be seen as accepted.
- Provides unearned advantages to those already advantaged;
- Some people are given positive attributes / experience without having or earning it;
- Negatively affects our ability to identify and hire the best candidates;
- Leaves no leeway for mistakes for these people from marginalized groups.

How Unconscious bias shows up in sport:

- “Black people are better at sprinting”
- “Boys/Men are better, stronger, faster than Girls/Women”
- “Women’s sport is not profitable”
- “Disability is always visible”
- “Women like coaching kids / are caring / caregivers