



FAITH AND RACIAL JUSTICE

Bias (Simple Definition)

Bias is a tendency to favor or dislike a person or group in a way that is unfair.

It's a judgment we make—sometimes without even realizing it—that affects how we treat others.

Two Main Types of Bias

1. Explicit Bias

- Bias we are aware of
- Shown openly through words or actions
- Example: Saying one group is better than another

2. Implicit Bias

- Bias we *don't realize* we have
- Hidden attitudes shaped by our upbringing, culture, or experiences
- Example: Feeling more comfortable with people who look like us without knowing why

Why Bias Matters

Bias affects:

- How we see people
- How we treat people
- Who gets opportunities

- Who feels welcome or unwelcome
- How decisions are made in schools, workplaces, churches, and communities

Bias can lead to:

- Prejudice
- Discrimination
- Unequal treatment
- Harmful assumptions

In a Faith and Community Context

Understanding bias helps us:

- Love our neighbors more fully
- Treat people with fairness and dignity
- Build stronger relationships across differences
- Create communities where everyone feels valued
- Live out the love of God in practical ways

Why We Talk About Bias in Eastern North Carolina

Because when we recognize bias—both in ourselves and in our systems—we can work together to:

- Reduce harm
- Build trust
- Strengthen unity
- Promote justice
- Create a community where everyone can thrive

If you want, I can also explain **prejudice**, **racism**, or **systemic bias**, or help you craft a teaching or discussion guide for your clergy and community forums.