

## Key Terms: Four Common Ways in Which Racism Can Manifest in the Life of a Trainee

1. **Bias** is the tendency to have preconceived opinions about someone or something. Bias is a cognitive shortcut that, when left unchecked, can lead to prejudice (Greenwald, McGhee & Schwartz, 1998; Devine et al., 2002).
2. **Privilege** is the unrequested benefit you get based on being a member of a particular group. Benefits accumulate to give you advantages that others who are not from your group do not have (McIntosh, 1998).
3. **Racial microaggressions** are subtle verbal or behavioral offenses (e.g., comments, dismissals) that communicate hostile, derogatory, or negative racial slights and insults toward people of color (Sue et al., 2010). These offenses can be intentional or unintentional.
4. **Stereotype threat** is the fear of confirming a negative stereotype about your group (Steele & Aronson, 1995). Reminding an individual that they come from a group that generally does not perform well on a given task can heighten anxiety and negatively influence performance. Research in the area of stereotype threat has revealed that these conditions can significantly impact students' academic achievement as well as their interest in and value of a given field.

## Online Resources

- [Racial Bias, Even When We Have Good Intentions](#) (Mullainathan, *NY Times*, 1/3/15)
- [Racial Microaggressions in Everyday Life](#) (Sue, *Psychology Today*, 10/5/10)
- [It's Not Me, It's You](#) (Paul, *NY Times*, 10/6/12)
- [Origins of Privilege](#) (Rothman, *New Yorker*, 5/12/14)

## References

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