

# UNDERSTANDING SOCIAL POSITIONING



With examples of women in the workplace

## IMPLICIT BIAS

An **unconscious bias** or **prejudice** that usually results from societal understandings, that are mostly **not accurate**, about people based on their identity.



**Implicit bias** can lead to **discrimination** because of preconceived notions about people based on their identity.



**Positionality**

**Implicit bias**

**For example,** if female employees are seen as 'less assertive', they may be passed up for promotions because they are not adopting masculine forms of communication.

**Social exclusions**

**Discrimination**



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