**Types of Bias**

**Performance bias**
Performance bias is based on deep-rooted—and incorrect—assumptions about women’s and men’s abilities. We tend to underestimate women’s performance and overestimate men’s.146

[leanin.org/performance-bias](https://leanin.org/performance-bias)

**Attribution bias**
Attribution bias is closely linked to performance bias. Because we see women as less competent than men, we tend to give them less credit for accomplishments and blame them more for mistakes.152

[leanin.org/attribution-bias](https://leanin.org/attribution-bias)

**Likeability bias**
Likeability bias is rooted in age-old expectations. We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.158

[leanin.org/likeability-bias](https://leanin.org/likeability-bias)

**Maternal bias**
Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.162

[leanin.org/maternal-bias](https://leanin.org/maternal-bias)

**Affinity bias**
Affinity bias is what it sounds like: we gravitate toward people like ourselves in appearance, beliefs, and background. And we may avoid or even dislike people who are different from us.168

[leanin.org/affinity-bias](https://leanin.org/affinity-bias)

**Double discrimination & intersectionality**
Bias isn’t limited to gender. Women can also experience biases due to their race, sexual orientation, a disability, or other aspects of their identity.

[leanin.org/intersectionality-bias](https://leanin.org/intersectionality-bias)

**Keep in Mind**

1. Bias isn’t limited to gender.
2. We all fall into bias traps.
3. Knowing that bias exists isn’t enough—commit to take action.
4. Stories should be anonymous.
5. Give people the benefit of the doubt.

**Closing Activity**

“My one action to address gender bias in the workplace is ______________________

_____________________________

_____________________________

_____________________________

_____________________________

_____________________________

“

**Helpful Links**

Learn more about 50 Ways to Fight Bias: [leanin.org/50ways](https://leanin.org/50ways)

Endnotes (for reference only): [leanin.org/50-ways-endnotes](https://leanin.org/50-ways-endnotes)