

Worksheet 2

The iceberg of discrimination

The analogy of the iceberg of discrimination portrays the ways bias, stereotypes and discrimination are interrelated. Bias is below the water, stereotypes is still in the water, and only discrimination is over the water surface. Actually, 90% of the iceberg is below the water surface.

What we observe is that the notion of 'bias' consists the basis of the iceberg which is below the water surface. Despite the fact that the bias is not easily visible, however, it has a significant effect on our behaviour - and on our actions.

