



April 26, 2022, 10 AM Presented by Deborah Biddle Founder and Chief Consultant

7 Strategies for Overcoming Unconscious Bias

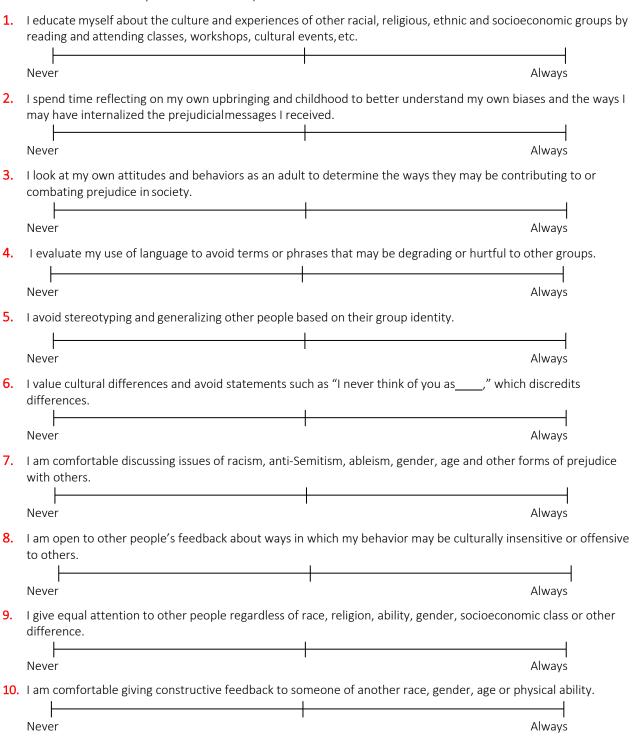
- 1. Check Your Initial Thoughts Pause long enough to give yourself time to process what you are thinking and doing and how it might be affecting your actions and decision. Be Logical Process how many people you actually know that conform to your actual bias.
- 2. Question your assumptions. Ask, "Why am I thinking this way?" Analyze Ask yourself if what you are experiencing, or enacting is consistent with your personal and organizational values.
- **3.** Tackle Microaggressions Just stop! Stop the verbal indignities, insults, unwelcoming and sometimes intimidating comments and behaviors.
- **4.** Take a risk. Move beyond your comfort zone. Disrupt the norm. Speak out and hold yourself and others accountable.
- 5. Be Intentional Act as if the bias doesn't exist. Intentionally adjust your behavior to counter any biases you tend to exhibit.
- 6. Vary Your Media Intake Expand your social media, television, radio, newspaper consumption beyond what is typical for you. Try media from different cultures, genres, political perspective, etc.
- 7. Promote Connectedness Value difference and concentrate on commonalities. Lead to connect ideas and people. Be a bridge builder.

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Activity: Anti-Bias Behavior Self-Assessment

Directions: Using the rating scale of NEVER to ALWAYS, assess yourself for each item by placing an "X" on the appropriate place along each continuum. When you have completed the checklist, review your responses to identify areas in need of improvement. Create specific goals to address the areas in which you would like to improve.



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11.	 The value of diversity is reflected in my work, which incluses socioeconomic groups, even when these groups are not 	
	l Never	l Always
12.	I work intentionally to develop inclusive practices, such as considering how the time, location and cost of scheduled meetings and programs might inadvertently exclude certain groups.	
	Never	Always
13.	3. I work to increase my awareness of biased content in tel	evision programs, newspapers and advertising.
	Never	Always
14.	I take time to notice the environment of my home, workplace, house of worship and children's school, to ensure that visual media represent diverse groups, and I advocate for the addition of such materials, if they are lacking.	
	Never	Always
15.	 When other people use biased language and behavior, I stating my reasons. 	feel comfortable speaking up, asking them to refrain and
	l Never	l Always
16.	 I contribute to my organization's achievement of its diventioning practices that contribute to a diverse workforce. 	ersity goals through programming and by advocating for
	Never	Always
17.	7. I demonstrate my commitment to social justice in my pe	ersonal life by engaging in activities to achieve equity.
	Never	Always
	Areas of growth:	
	Goals:	

This activity was adapted from "Commitment to Combat Racism" by Dr. Beverly Tatum & Andrea Ayvazian in White Awareness: Handbook for Anti-Racism Training by Judy H. Katz. ©1978 by the University of Oklahoma Press, Norman. Reprinted by permission of the publisher. All rights reserved.

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