

BIAS BUSTING ACTION IDEAS

-  CHOOSE ONE  DO IT  CHOOSE ANOTHER ONE  REPEAT

Have Influence Conversations:

When you hear a biased statement, determine if there is an opportunity/ need to Adapt, Educate or Engage to influence change.

Look for opportunities to share what you are learning about bias and how to influence within the realities of it with your team or others.

Increase Your Self Awareness:

Take one or more of the [Harvard IAT assessments](#) to understand your personal biases

Ask a trusted partner to observe you in meetings for a week and share feedback on things you say that may come across as biased

Place yourself in a situation with someone who is very different from you and just listen to their perspective

Put yourself in an uncomfortable situation (ie: join a group or a virtual gathering) with people you would not normally spend time with

Keep a Reflection Journal where you reflect on the following questions

- When did I feel uncomfortable?
- What was the situation?
- Who was I with?
- What were the facts?
- What were the interpretations and biases that I layered over the facts?
- At what point did I recognize my bias?
- What are my lessons learned?
- Is there an opportunity to have a repair conversation with someone?



BREAKING
THRU BIAS™

Increase Your Knowledge:

Read..Watch..Read some more! (Some good options below):

- *What Works for Women at Work: Four Patterns Working Women Need to Know* by Joan Williams & Rachel Dempsey
- *White Fragility: Why It's So Hard for White People to talk about Racism* by Robin DiAngelo & Michael Eric Dyson
- *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem
- *Just Mercy: A Story of Justice and Redemption* by Bryan Stevenson (movie also exists)
- *5 Blinders to Seeing Color²* by Angela "Doc" Courage-Mellott and LaTonya Jackson, Ed.D. (available [here](#))
- *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
- *Caste: The Origins of Our Discontents* by Isabel Wilkerson

Visit the Smithsonian National Museum of African American History

Watch Schindler's List

Complete the [50 Ways to Fight Bias Card activity](#) from Lean In.Org

Influence changes in organization processes to neutralize biases from having a negative impact:

Hiring process

Performance Management

Succession Planning

Team Meetings

Mentoring Programs

Sales Training

Leadership Training



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