

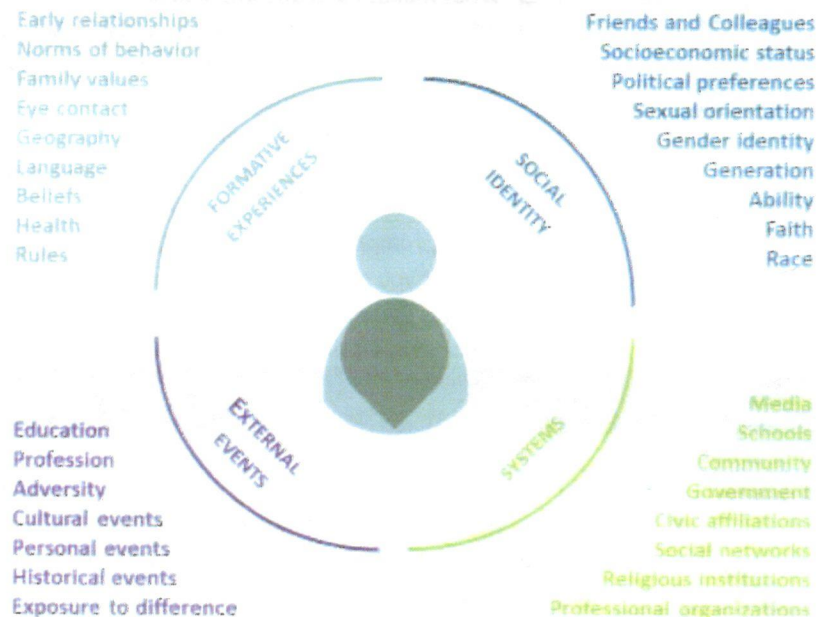
Unconscious bias is simply listening through the lens of our experiences.

History ...is not merely something to be read. And it does not refer merely, or even principally, to the past. On the contrary, the great force of history comes from the fact that we carry it within us, are unconsciously controlled by its many ways, and history is literally present in all that we do...And it is with great pain and terror that one begins to realize this. In great pain and terror, one begins to assess the history, which has placed one where one is and formed one's point of view. In great pain and terror, because, therefore, one enters into battle with that historical creation, Oneself." —James Baldwin

"If you can't see color, race, gender, class, or ability, you can't understand the part you play in it, and the part it plays in you." -- Lillian Medville (TEDTalk "Your Privilege is Showing")

"We are going to have to listen, hard have hard conversations, look for joy, share pain and be more curious than defensive." – Brené Brown

Discussion: What shapes your lens?



Confronting Racism Forum: Unconscious Bias

This checklist is intended to make the theoretical concepts we explored together more concrete--and to be an accessible resource anytime you find yourself wondering, "what can I do?" We encourage you to select potential actions from the list below that represent a commitment you wish to make to your mitigating bias in your journey.

WHAT DO I DO NEXT?	WHERE DO I BEGIN?
Recognize and accept that you have bias	
<input type="checkbox"/> Notice your filters	<input type="checkbox"/> Consider what makes you "you" and write about it <ul style="list-style-type: none"> What in your background and identity is informing the biases that we hold? What are some of the rules in your book of rules as to what qualities make someone a "good" person or a "good" family? And what makes a "good" job, employee, team member?
<input type="checkbox"/> Remove the stigma of good vs. bad person related to unconscious bias	<input type="checkbox"/> Identify a vulnerability partner to share apprehensions and fears about making mistakes when interacting with people of diverse backgrounds <input type="checkbox"/> Share and discuss: <ul style="list-style-type: none"> What behaviors "get in the way" of you connecting meaningfully with people from different backgrounds? Instances where in spite of positive intentions, your actions and behaviors had a negative impact or consequence. What did you learn? What other actions were possible?
Develop the capacity to use a flashlight on yourself	
<input type="checkbox"/> Reflect on what matters to you	<input type="checkbox"/> Consider your core values as an individual. What are they? <input type="checkbox"/> What makes each one important? <input type="checkbox"/> What roles do diversity, equity, and inclusion play in your values?
<input type="checkbox"/> Observe yourself in different interactions and write down what you notice	<input type="checkbox"/> For two weeks, notice which interactions trigger you in some way and jot down when they happened <input type="checkbox"/> Consider what they triggered <input type="checkbox"/> At the end of the two weeks, look at what you wrote. What patterns emerge? What role did your lens play?
<input type="checkbox"/> Notice your voice of judgment	<input type="checkbox"/> What prompts your voice of judgment to surface? <input type="checkbox"/> What if you show compassion in these moments? <input type="checkbox"/> What is good about that voice, and how does it serve you? <input type="checkbox"/> What about it needs to go to make room for wisdom?
Practice Constructive Uncertainty	
<input type="checkbox"/> Ask open-ended questions	<input type="checkbox"/> Practice using Powerful Questions
<input type="checkbox"/> Foster a curious mindset	<input type="checkbox"/> What do you know about racism, sexism, homophobia, xenophobia, etc. and how they affect marginalized communities? What do you want to know? <input type="checkbox"/> Create a list of questions and potential sources of information for each question
<input type="checkbox"/> Check your assumptions and "truths"	<input type="checkbox"/> Write down your assumptions going into a situation. Which ones are grounded in reality? Which ones need testing? Which ones need to go? <input type="checkbox"/> What stories surface time and again in explaining reality? How are they serving you?
Explore awkwardness and discomfort	

WHAT DO I DO NEXT?	WHERE DO I BEGIN?
<input type="checkbox"/> Begin a new pause practice	<input type="checkbox"/> Identify a simple way to practice quieting your mind--a pause practice (e.g., taking three deep breaths for a count of five) <input type="checkbox"/> Consider integrating a new practice to build in time for reflection
<input type="checkbox"/> Begin a sharing practice	<input type="checkbox"/> Lead a discussion, make a presentation, or write a blog/newsletter article on a diversity, equity and inclusion issue that integrates new knowledge and perspectives
Engage with people who are different from you and expose yourself to positive role models in that group	
<input type="checkbox"/> Set an intention for your conversations	<input type="checkbox"/> What's most important for you to learn? To share? <input type="checkbox"/> What do you wish for? <input type="checkbox"/> How do you want to show up?
<input type="checkbox"/> Engage more fully with people you consider to be "others"	<input type="checkbox"/> Attend a local town hall/convening where your social identity group is in the minority. Write down what issues are compelling to that group. What value emerge? What feelings emerge for you? What were you most curious about? What surprised you?
<input type="checkbox"/> Have a difficult conversation	<input type="checkbox"/> Consider your behavioral style related to conflict (engage, avoid, freeze). What does success look like for your difficult conversation? <input type="checkbox"/> Acknowledge that there will be differences with how you and others see things. Look for common ground and connection.
Get feedback	
<input type="checkbox"/> Understand how your behaviors impact others	<input type="checkbox"/> Ask someone how they perceive you, and listen <input type="checkbox"/> Share back what you heard. Ask, "is there anything I missed?" <input type="checkbox"/> Offer insights you have gained
<input type="checkbox"/> Understand your emotional triggers	<input type="checkbox"/> Ask someone for feedback on your interpersonal interactions and decision-making in an emotionally charged or uncomfortable situation <input type="checkbox"/> What did you do? <input type="checkbox"/> What impact did your behavior have in the situation? <input type="checkbox"/> What insights did you gain?
Continue learning	

WHAT DO I DO NEXT?	WHERE DO I BEGIN?
<input type="checkbox"/> Read articles and books about diversity, equity, and inclusion and how to engage	<p>Websites/Film</p> <ul style="list-style-type: none"> <input type="checkbox"/> Bias, Film released 2018 https://www.biasfilm.com/ <input type="checkbox"/> Implicit Association Test (IAT) https://implicit.harvard.edu/implicit/selectatest.html <input type="checkbox"/> Perception Institute, https://perception.org/ <p>Articles</p> <ul style="list-style-type: none"> <input type="checkbox"/> "Diversity and Authenticity," Katherine Phillips, Tracy Dumas, Nancy Rothbard <input type="checkbox"/> "How Black Women Describe Navigating Race and Gender in the Workplace," Maura Cheeks <input type="checkbox"/> "Neurodiversity as a Competitive Advantage," Robert Austin and Gary Pisano <input type="checkbox"/> "Reducing the effects of gender stereotypes on performance evaluations," Bauer, C.C. & Baltes, B.B. <input type="checkbox"/> "Unlearning Automatic Biases: The malleability of implicit prejudices and stereotypes," Rudman, L.A., Ashmore, R.D. Gary, M.L. <input type="checkbox"/> "Warmth and Competence as Universal Dimensions of Social Perception. The Stereotype Content Model and the BIAS Map." Amy Cuddy, Susan Fiske, Peter Glick <p>Books</p> <ul style="list-style-type: none"> <input type="checkbox"/> <i>Between the World and Me</i>, Ta-Nehisi Coates <input type="checkbox"/> <i>Blindspot: Hidden Biases of Good People</i>, Mahzarin Banaji <input type="checkbox"/> <i>Blink: The Power of Thinking Without Thinking</i>, Malcolm Gladwell <input type="checkbox"/> <i>Braving the Wilderness</i>, Brené Brown <input type="checkbox"/> <i>Everyday Bias</i>, Howard Ross <input type="checkbox"/> <i>The Hate You Give</i>, Angie Thomas <input type="checkbox"/> <i>The Hillbilly Elegy</i>, JD Vance <input type="checkbox"/> <i>Predictably Irrational: The Hidden Forces that Shape Our Decisions</i>, Ariely, Daniel <input type="checkbox"/> <i>Waking Up White</i>, Debby Irving <input type="checkbox"/> <i>The Warmth of Other Suns</i>, Isabel Wilkerson
<input type="checkbox"/> Listen to different perspectives	<ul style="list-style-type: none"> <input type="checkbox"/> Being Color Brave, Mellody Hobson (https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave) <input type="checkbox"/> Believing in Refugees, Luma Mufleh (https://www.ted.com/talks/luma_mufleh_don_t_feel_sorry_for_refugees_believe_in_them) <input type="checkbox"/> How to Overcome Biases, Verna Myers (https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them) <input type="checkbox"/> I'm Not Your Inspiration, Stella Young (https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much) <input type="checkbox"/> The Urgency of Intersectionality, Kimberlé Crenshaw (https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality) <input type="checkbox"/> What Does Normal Really Mean, Safwat Saleem (https://www.ted.com/talks/safwat_saleem_why_i_keep_speaking_up_even_when_people_mock_my_accent)