

# Managing Implicit Bias: Mindfulness and Conscious De-biasing: Quick Reference Guide

## Be Mindful of Implicit Bias

Make a conscious effort to actively engage in moments wherein implicit bias could manifest.

- Question first impressions, judgments and assumptions
- Practice empathy — consider things from the other person's perspective
- Seek feedback

## Re-evaluate Criteria and Qualifications

When establishing criteria or evaluating a candidate or employee's qualifications, consider:

- What factors am I considering?
- What factors might I have left out?
- Do certain factors truly deserve the importance I'm giving them?
- Is a particular belief, assumption, experience or perspective exerting significant influence?

## Practice Empathy; Consider Others' Perspectives and a Neutral Perspective

Step outside your shoes and perhaps into those of another. Consider:

- To what extent am I being influenced by my own experiences? Are those experiences unique to me or common? Would someone else with, or without, those experiences think the same?
- Are these experiences sufficient in quantity or perhaps just isolated incidents?

## Counter Examples, Stereotype Replacement and Increased Exposure

The more you're exposed to examples that go against a particular bias or stereotype, the less likely you are to be influenced by it.

- Seek out examples that run contrary to common biases/stereotypes as well as particular biases you know, or suspect may, influence you
- Identify when thought processes or conclusions conform to stereotypes; substitute in a non-stereotypical thought or example and re-assess.
- Increased multicultural exposure and fostering relationships with members of different ethnic, gender, religious, sexual orientation, etc. groups decreases influence of biases.

## **Consider the Signals You Send and Values You Project**

Too often organizations and individuals espouse lofty goals when it comes to diversity, inclusion, openness, and similar values but fail to follow through on that rhetoric with their actions.

- Strive to **show**, not just tell, others through your actions that these values matter to you and your organization.

## **Make Managing the Influence of Implicit Biases a Community Effort**

By fostering an environment of mutual respect, shared goals and open dialog regarding implicit biases, you and your peers can work together to identify the potential influence of bias and engage in de-biasing exercises.