

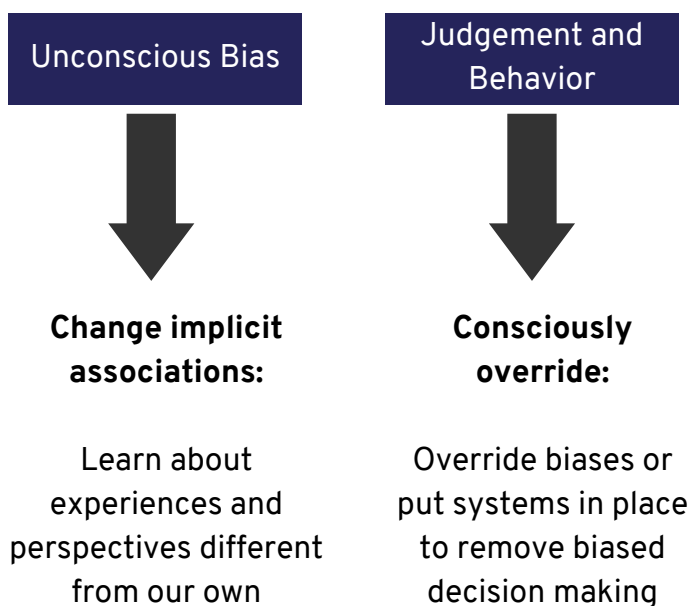
# Mitigating Unconscious Bias

**Unconscious Bias:** The associations we all hold, outside our conscious awareness and control. Unconscious bias is triggered by our brain automatically making quick judgments and assessments. We all have unconscious bias as it is necessary in order to navigate our world without being overwhelmed by information! But, we can learn to recognize patterns of biased thinking and put mitigation measures into place.



**LEARN MORE:** Take [Harvard's Implicit Bias test](#) to understand implicit bias

## Mitigating Unconscious Bias:



### Some examples of Unconscious Biases:

- **Affinity bias:** a positive response to those who are similar to us (in looks or thoughts)
- **Implicit bias:** when stereotypes impact decision-making
- **Groupthink:** occurs during the decision-making process when individual group members avoid “rocking the boat” and accept the position that is perceived to be the group consensus

*See the presentation PDF for more!*

## How to continue to understand your own biases

- Self-Assessment Tools and Implicit Association Tests (IAT)
- Diverse Media Consumption
- Regular Introspection

*“Allyship is not a single action. It is ongoing action, with a focus on other people, not on yourself.”*

# Responding to Microaggressions

**Microaggressions** are the everyday slights, indignities, put-downs and insults that members of equity-seeking groups experience in their day-to-day interactions with individuals who are often unaware that they have engaged in an offensive or demeaning way.

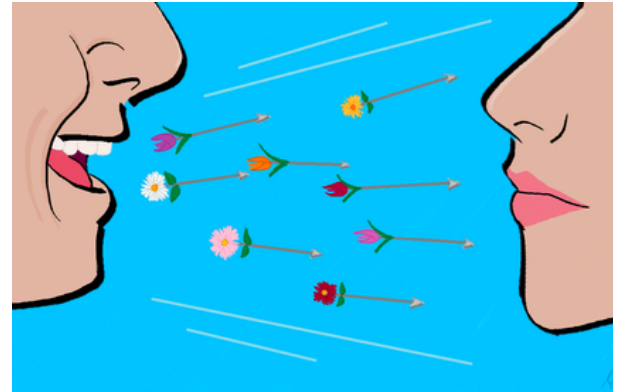
## How to respond:

- Don't make the microaggressor feel that they are under attack
- You can talk to the harasser later, asking questions without being accusatory
- Talk openly about inappropriate behavior

**Ask for more clarification:** "Could you say more about what you mean by that?" "How have you come to think that?"

**Separate intent from impact:** "I know you didn't realize this, but when you \_\_\_\_\_ (comment/behavior), it was hurtful/offensive because \_\_\_\_\_. Instead you could \_\_\_\_\_ (different language or behavior.)"

**Share your own process:** "I noticed that you \_\_\_\_\_ (comment/behavior). I used to do/say that too, but then I learned \_\_\_\_\_."!



## What Can You As DEI Advocates Do?

- Learn more about the different kinds of biases
- Educate and bring awareness to inclusive environments
- Engage your teams in learning about unconscious biases
- Provide a safe space for people to share their experiences
- Collaborate with other departments and groups
- Advocate for inclusive and equitable policies/procedures

## Key Takeaways:

- We **ALL** hold **unconscious biases**, that is what makes us human
- Unconscious biases can be **more dangerous than conscious biases** because we do not recognize they are happening
- The best way to mitigate bias is to **start by understanding the current biases** and implicit associations you hold
- You can mitigate biases by **consciously counteracting them, using tools, or putting systems in place**

## Learn More:

- [Why aren't women working in trades? \(LMIC\)](#)
- [Diversity and Women in Technology in Canada and Why it Matters \(Linkedin\)](#)
- [The Micropedia of Microaggressions](#)