



Unconscious Bias

Breaking Through Implicit Biases



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Breaking Through Implicit Biases

Objectives

- Increase awareness of unconscious biases and discuss how to break through them
- Enhance our interactions with diverse colleagues, team members and customers



What is unconscious bias? What does it mean?

An unconscious / implicit bias is a shortcut that the brain automatically takes to size up a situation based on assumptions that have not been fully thought through or proven.



It is a prejudice that one may not fully be aware of against a person or group compared with another that is considered to be unfair.



What opinion do *you* form when you see these three pictures?





What do *you* think when you hear these names or see them on a resume?

Shaniqua Brown

Angelina Gonzalez

Isaac Steinberg

Mohammed Hussain

In the workplace, this bias refers to attitudes that affect actions and decisions in an unconscious manner and may be hard to admit to or even recognize without intentional introspection.



Bias can be associated with many factors:

- Age
- Language
- Race
- Gender
- Sexuality
- Lifestyle
- Religion
- Health
- Image
- Size
- Education
- Financial Status
- Economic Background

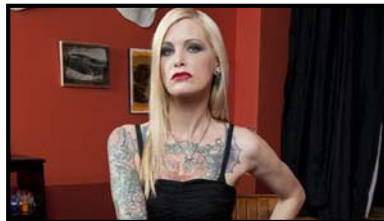
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Bias causes us to have feelings and attitudes about other people based on their characteristics and to form opinions that affects our behavior.



Would you hire any of these people? Why or why not?



How does bias show up in the workplace?

- Hiring
- Promotions
- Development
- Exclusion

What impact does bias have on a company's culture?



What can be done to minimize the effects that unconscious biases have on an organization?

What will be gained by making these changes?

What are some of the challenges of making these changes?

What's in it for you?



What can *you* do?

- Identify your bias- acknowledge that filters exist
- Monitor first thoughts- then take a moment to reflect
- Ask yourself questions without blame- how many people do I actually know that conform to my bias?
- Develop specific measurable behaviors that counter the bias you see- learn more about the individual or group



What can we do?

- We can all think of ways to create opportunities for positive exposure.
- Think of ways to be more inclusive
- Practice behavior that enhances relationships
- Question others when bias comments are made
- Take the online implicit test

<https://implicit.harvard.edu/implicit/takeatest.html>

- Research what other companies are doing
- Attend other sessions regarding this topic



Once people are made aware of their own implicit biases, they can begin to consider ways in which to address them.

- What ideas have we discussed today will you practice in the future?

- What, if any, changes will you make in your behavior?

- Who might you share this information with?

- What additional resources
•might you need to keep these ideas moving forward?



Resource List

- <https://implicit.harvard.edu/implicit/takeatest.html>
- <http://execdev.kenan-flagler.unc.edu/blog/the-real-effects-of-unconscious-bias-in-the-workplace-0>
- <https://www.fastcompany.com/3036627/strong-female-lead/youre-more-biased-than-you-think>



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