

# Biases: Unconscious and Otherwise

## Notice Your Own

- Unconscious-implicit (unaware of our bias)
- Affinity (prefer people who share our qualities)
- Attribution (presuming a reason for an action)
- Conformity (when my view is swayed by others)
- Confirmation (search for data to support my view)

### Discuss:

- What experience have you had that led to a bias?

## Manage Biases

- Take your time (pause) when forming responses
- Seek and be curious about views that are different
- Ask questions rather than assume a meaning/intent
- Be vigilant to use neutral language in person/writing
- Take responsibility for harmful impacts

### Discuss:

- How can you move an unconscious bias to a place of awareness?

## Explore Difference

- Make friends and take time for friends at work
- Widen your work circle (in experience, lifestyle, role)
- Increase your own and others' sense of belonging
- Share stories honestly to find things in common
- Make an effort to better know difficult people

### Discuss:

- Talk about ways you approach new people.



# Closing: FLEX



## Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

## Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

## Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

## "eXpand" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives

Image source: <http://workforcediversitynetwork.com>



# Resources: *Biases*

## LinkedIn Learning

Fighting Gender Bias at Work (~14m) <https://www.linkedin.com/learning/fighting-gender-bias-at-work/why-it-matters?u=50844473>

Diversity Recruiting (~65m) <https://www.linkedin.com/learning/diversity-recruiting-2/what-is-diversity-recruiting?u=50844473>

Confronting Bias: Thriving Across Our Differences (~40m)  
<https://www.linkedin.com/learning/confronting-bias-thriving-across-our-differences/introduction-by-arianna-huffington?u=50844473>

Diversity, Inclusion, and Belonging (~40m) <https://www.linkedin.com/learning/diversity-inclusion-and-belonging-2/dibs-an-introduction?contextUrn=urn%3Ali%3AlyndaLearningPath%3A5b731130498e4ef39f5f52ff&u=50844473>

## Online sources

12 Unconscious Bias Examples and How to Avoid Them in the Workplace  
<https://builtin.com/diversity-inclusion/unconscious-bias-examples>

White Supremacy Culture [http://www.csworkshop.org/PARC\\_site\\_B/dr-culture.html](http://www.csworkshop.org/PARC_site_B/dr-culture.html)

What is unconscious bias in the workplace, and how can we tackle it?  
<https://www.ciphr.com/features/unconscious-bias-in-the-workplace/>



# More Resources: *Biases*

## More Online sources

- What is Unconscious Bias in Recruitment [Liz Burton](#)  
<https://www.highspeedtraining.co.uk/hub/types-of-unconscious-bias/>
- Google Drops Gender Labels From Image Recognition To Reduce Bias  
<https://thenextweb.com/neural/2020/02/20/google-drops-gender-labels-from-image-recognition-to-reduce-bias/>
- What is Unconscious Bias <https://diversity.llnl.gov/about/bias>
- The Implicit Association Test (IAT) [Harvard Implicit Association Test](#)
- How to Outsmart Your Own Unconscious Bias (TEDX) (17:24)  
<https://www.youtube.com/watch?v=GP-cqFLS8Q4>

## JMU Talent Development Resource Collection Books

- *Cross Cultural Competence* ©2015 by Simon L. Dolan and Kristine Marin Kawamura
- *Diversity Beyond Lip Service* ©2019 by La'Wana Harris
- *Mastering Civility* ©2016 by Christine Porath
- *The Inclusion Breakthrough: Unleashing the Real Power of Diversity* ©2002 by Frederick A. Miller and Judith A. Katz
- *The Etiquette Edge* ©2016 by Beverly Langford
- *That's What She Said* ©2018 by Joanne Lipman

