

Worksheet for Hollaback!'s Training: 8 Tools to Mitigate Implicit Bias

#10 finger challenge:

How many fingers did you have left? _____

How did that make you feel? _____

Bias is:

Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

Explicit bias is expressed directly and the person doing it is aware of their bias. It is operating consciously.

Example of Explicit Bias: _____

Implicit bias is expressed indirectly and the person doing it is unaware of their bias. It is operating unconsciously.

Example of Implicit Bias: _____

Microaggressions are:

a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Which of the following microaggressions have you experienced?

- The absence of affirmations that privileged people would experience.
- "Compliments" that based in cultural stereotypes.
- Facial expressions
- Tone of voice
- Body language
- Choice of behaviors (i.e. being on a phone when someone is talking)
- Questions and interactions (i.e. including people working remotely in a conversation)
- Eye contact (i.e. looking at some people but not others)

What is an example of a microaggression you've experienced?

8 tools to mitigate implicit bias

1: Self Awareness: taking the time to understand why you do what you do

- Who was the last person you had a strong reaction to, either positive or negative? Why?

- Take three of the IAT tests online: <https://implicit.harvard.edu/implicit/takeatest.html>
You'll notice there are 15 tests total. Start with the three that are most relevant to you given your cultural context. Where do you hold bias?

2. Ask Questions Instead of Making Assumptions: questioning our assumptions allows us to interrupt implicit bias before it moves into action

- Make a list of three assumptions you had about the last person you interacted with. May need to select the person that you had a negative response to for this activity. Were they true? How did you know?

Whenever you're making decisions that impact someone else — name the assumptions that you're bringing to the table. Whether they are right or wrong, becoming aware of them can put you into choice and interrupt bias before it moves into action.

3. See the Whole Human: see people's identities and their humanity, both.

- Using the result of your IAT test, think about people in your life who hold identities where you hold bias. *For each person, list three parts of their identity* (i.e. gender, race, sexuality, religion, class, etc). *Then list three things that make them who they are* (hobbies, personality traits, passions). The goal is to always understand people's identities, but also to understand their humanity. When you find that you can't list three things that make them who they are, it's a sign that you need to get to know them better to reduce the likelihood that implicit bias will show up in your relationships.

4. Reduce Stress: stress causes your brain to make sloppier associations and increases bias.

- Try a meditation exercise, like box breathing, before going into meetings
- Download Headspace or other meditation apps
- Try up-regulating exercises like running, or down-regulating exercises like yoga to manage stress
- Attend Hollaback!'s free resilience training for more tactics

5. Imagine Yourself in their Shoes: increased empathy results in decreased bias

- While listening to the news talk about people whose identities you don't share (whether they be race, gender, ethnicity, country of origin, etc)... imagine if what was happening to them was

happening to you. How would you feel?

6. Resolve Disagreements: seek to address conflict head-on to dispel any role bias may be playing

- Next time you feel friction in a relationship, try naming the friction directly and discussing what lies under it. Recognize your role in creating the friction, and seek second opinions to ensure bias isn't informing your understanding of the disagreement.

7. Preemptively Decide on Decision Making Criteria: deciding what you want ahead of time creates less bias for bias to inform your decisions

- The next time you're in the position to "choose" someone: for a job, on your team, or as a friend, follow these three steps:
- List three traits or skills you want them to have
- List three areas that don't matter to you
- Assess the individual in the moment based on the criteria you decided on, not afterwards based on your "general impressions."

8. Exposure

- Based on the results of your IAT test, learn about the cultures of the people for whom you hold bias. This learning may be informed by exposure to the media produced by these cultures.

Remember: you're not going to address bias overnight. It's taken your whole lifetime to acquire these bias'. But doing the work to mitigate the role of bias in your decision making will not only create a more equitable society – it will also result in deeper and more meaningful relationships.