



Top Tips to Addressing Unconscious Bias

Enhance your awareness of biases with this checklist. Ask introspective and external questions, explore rationales, and take action to expand your perspective, all designed to promote self-awareness and combat bias effectively.

Ask questions of yourself. Consider whether the bias stems from your own assumptions. If so, consider the following questions:

- Do I have an automatic feeling or judgement about this person?
- Am I being reminded of someone?
- What is this person triggering in my background?

Ask questions of others. Help people check themselves in the moment when they may be exhibiting bias. Considering inquiring:

- What makes you say that?
- Isn't that a generalization?
- Can you explain that statement?

Dig into rationale. If the bias stems from a lack of information, consider asking the following:

- Can you tell me more about that idea?
- How did you come to that conclusion?
- I'm having a hard time understanding your point of view. Can you walk me through it?

Try something new. Go to thediversitymovement.com to [download 21 challenges](#) to expand your perspective and experiences.

Take a [Harvard Implicit Bias test](#). Use these assessments to recognize your personal biases.