

DIVERSITY

Beyond the Checkbox

Top Tips to Addressing Unconscious Bias

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.