



## Strategies to Overcome Unconscious Bias

1. **Check Your Initial Thoughts** – Pause long enough to give yourself time to process what you are thinking and doing and how it might be affecting your actions and decision.
2. **Be Logical** – Process how many people you actually know that conform to your actual bias.
3. **Analyze** – Ask yourself if what you are experiencing or enacting is consistent with your personal and organizational values.
4. **Tackle Microaggressions** – Just stop! Stop the verbal indignities, insults, unwelcoming and sometimes intimidating comments and behaviors.
5. **Be Intentional** – Act as if the bias doesn't exist. Intentionally adjust your behavior to counter any biases you tend to exhibit.
6. **Vary Your Media Intake** – Expand your social media, television, radio, newspaper consumption beyond what is typical for you. Try media from different cultures, genres, political perspective, etc.
7. **Promote Connectedness** – Value difference and concentrate on commonalities. Lead to connect ideas and people. Be a bridge builder.

## Unconscious Bias:

1. Requires Intention — the willingness to consciously connect to someone different — to behave in ways that run counter to what our unconscious biases tell us.
2. Requires Introspection — the willingness to examine our own conscious thoughts and feelings (mental and emotional processes), stereotyping, prejudices and biases — to weaken negative energy that prohibits personal and professional connections and deeper relationships.
3. Requires Investment — the willingness to commit the time and energy to build or strengthen relationships with individuals and groups in your workplaces and communities.