

I am biased. And so are you.

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Who in this room is biased?

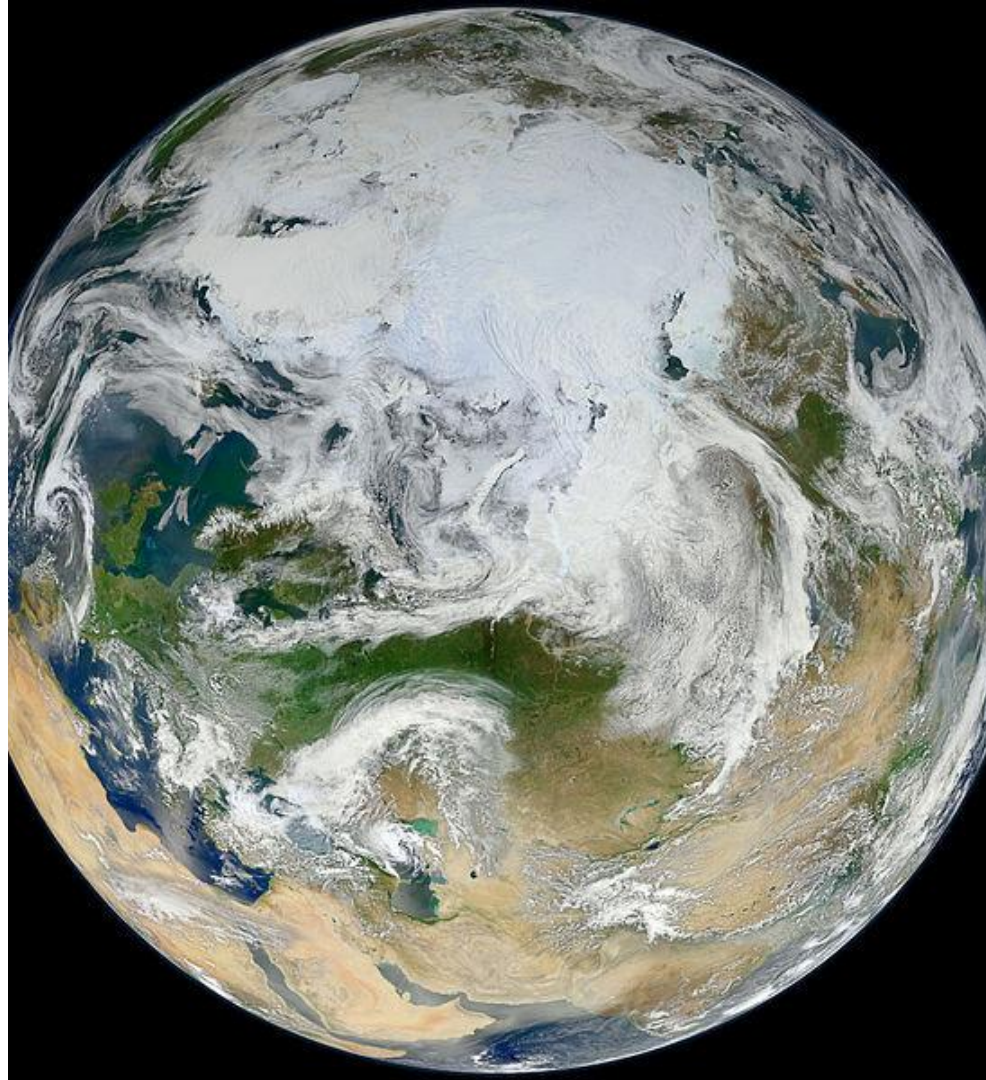
Bias affects

EVERYONE

and

EVERYTHING

Really.



Implicit bias

Implicit bias is our default setting. It's what we think before we know we are thinking it.

Everyone acts on their biases, because biases are the default. It is what makes us feel comfortable.

Just because our biases are our default setting, this doesn't mean we can't change it.

1. Open your mind

What are you most passionate about?

That is where your bias lives!

→ **Strong feelings**

“Dogs ARE better than cats!”

→ **Emotional feelings**

“This is what I did when I was a child,
so this must be how it is done.”

2. Open your heart

What should I do when I act on bias?

- **Connect to others on a human level**
- **Take responsibility and grow**

How do I tell someone they are biased?

- **Be firm, but kind**
- **Speak up if you feel safe doing so**
Not doing so gives that bias power.

3. Give kindness

Bias is everywhere. What should I do?

→ **Continue to grow**

Bias awareness is a process.

→ **Be a witness for others**

Even if you don't feel safe addressing the bias, connect with the person affected. Witnessing is healing.



Thanks, friends!

Want to talk more? Me too!

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Synthesized view of Earth's Northern Hemisphere showing the Arctic, Europe, and Asia. Taken from the satellite Suomi NPP (NASA, Public Domain)

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