

UNCONSCIOUS BIAS

THESE ARE MANY TYPES OF UNCONSCIOUS BIASES. HERE ARE TWO PARTICULARLY RELEVANT ONES.

CONSIDER THESE ACTIONS THAT COULD HELP YOU GET IN FRONT OF UNCONSCIOUS BIAS

CONFIRMATION BIAS

Looking for or favoring information that confirms one's existing beliefs

AFFINITY BIAS

The tendency to favor those who are more like us

1. Test your assumptions. Just because your experiences sound alike does not mean the person experiences it the same way. Some questions:
 - *When you say xxx, what do you mean?*
 - *I get the impression that...is that right?*
2. Remember to be specific with feedback to avoid generalizations.
 - *i.e. instead of "think before you speak" say "Here are 3 things you can think about before sharing a decisive opinion."*
3. Resources: Harvard's widely used [Implicit Bias Test](#), [Is Unconscious Bias Limiting Your Success As A Mentor?](#), [So You Think You're Unbiased?](#)