Impact Reduction Strategies
FOR INDIVIDUALS AND GROUPS

1. Prioritize decision-making for your best time of day.
2. Spend more time on tasks with the most potential to impact others.
3. Explain your decision-making process to others.
4. Be cautious about using “fit” to evaluate someone.
5. Consider how bias can affect who you help or favor.
6. Collect data to understand organizational climate, policies, and practices.
7. Search for counterevidence or appoint a “devil’s advocate” to help you see all sides.
8. Construct evaluation criteria in advance, and apply them consistently.

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Bias Reduction Strategies
INTERNAL AND EXTERNAL

- Seek out, learn about, and listen to members of groups to which you do not belong.
- Commit to learning about your biases, attitudes, and stereotypes.
- Educate yourself on the history of systematic oppression.
- “Mind what you put in your mind” — be intentional about the information and images that you consume.
- Support organizations that work toward social justice and equality.
- Reflect on your actions with humility, and be willing to apologize if you’ve wronged someone.

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