

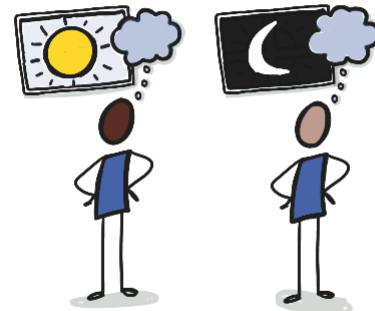
Impact Reduction Strategies

FOR INDIVIDUALS AND GROUPS

Explain your decision-making process to others.



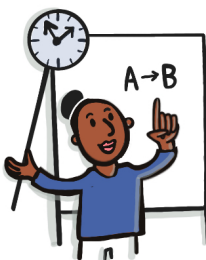
Prioritize decision-making for your best time of day.



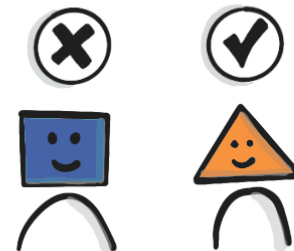
Be cautious about using “fit” to evaluate someone.



Spend more time on tasks with the most potential to impact others.



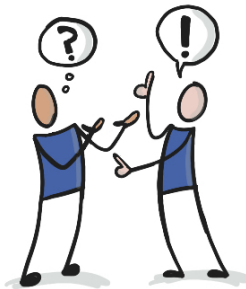
Consider how bias can affect who you help or favor.



Construct evaluation criteria in advance, and apply them consistently.



Search for counterevidence or appoint a “devil’s advocate” to help you see all sides.



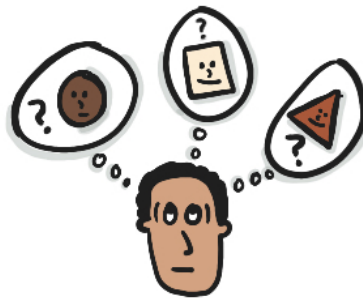
Collect data to understand organizational climate, policies, and practices.



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.

Reflect on your actions with humility, and be willing to apologize if you've wronged someone.



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.

