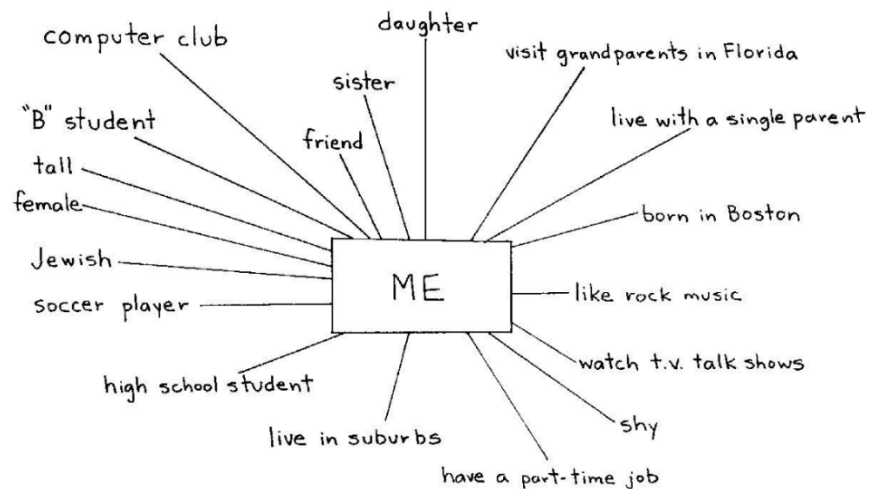


## 6 STEPS FOR DISRUPTING IMPLICIT BIASES START BY CREATING A “Me Chart”



**1) Create a Me Chart as illustrated above.** After listing the experiences and identity markers that first come to mind (gender, ethnicity, or religion, etc.), reflect on the beliefs imparted to you because of these experiences and identity makers. Write down these beliefs. For example, girls were once required to take home economic classes in school to prepare them to be good wives and mothers. It was assumed that girls would want to serve in these roles. Repeat this process three more times while listing other experiences and markers. With each round, notice the assumptions and beliefs that were imparted to you. Notice also the assumptions made about people from other ethnic-culture groups.

**2) Reflect on your upbringing.** What were you taught about other people, especially those from the ethnic groups you interact with at work? If your responses to members of certain groups (ethnic, religious, culture, etc.) cause you to be uncomfortable, angry, or impatient, make a note of that and examine why. These responses could indicate the presence of an unconscious bias.

**3) Think of someone who makes you uncomfortable and strive to see that person as an individual.** Rather than relying on generalizations that may contain stereotypes, spend time getting to know this person. Be open to learning different life stories and perspectives.

**4) Take time to pause before responding to someone or thing that makes you uncomfortable.**

Be aware of how you respond when biases are triggered. Pause before taking action. Take a deep breath, count to ten, or go to the restroom to buy yourself time. Think about your responses and feelings. Remember to identify and interrogate biases in order to disrupt and dislodge them.

**5) Be responsible for adjusting your attitude.** Should you identify a biases, confront it by using the “And so...?” technique. “Catherine is speaking Spanish with her friend while working in the office...” “And so? What’s wrong with that?” “I didn’t know John Doe is gay?... And so? How does this affect you?” Such responses helps you take control of a potential trigger by replacing a gut reaction with reason.

**6) Increase your exposure to people and worldviews different from your own.** Read. Listen and learn different life stories. You don’t have to be in the same social, ethnic, or cultural group in order to develop a rapport. Allow new facts and knowledge to influence your perceptions.

