

HOW INDIVIDUALS CAN CHALLENGE IMPLICIT BIAS

LEARN MORE

Learn about the root causes of implicit bias. Think about how bias affects interactions between employees and coworkers, and outcomes such as who gets hired, promoted, or offered stretch assignments and new opportunities.

IDENTIFY BIAS

Become familiar with different types of biases regarding people's inherent characteristics, such as **ageism**, **gender bias**, **beauty bias**, and **weight bias**, as well as **racism**, **colorism**, and **bias against the LGBTQ+ community**. How do these play out in your workplace?

START WITH YOU

Engage in critical self-reflection. Consider times when you may have made automatic assumptions about colleagues based on stereotypes, without giving them the chance to be individuals. How could that lead to unintended consequences? Reflect on how this might conflict with your personal and/or organizational values.

QUESTION YOUR OWN ASSUMPTIONS

Start to ask yourself: Why am I thinking this way? Would I be drawing the same conclusions if this scenario involved someone of a different profile (e.g., a man instead of a woman, a person with no children instead of a parent)?

CONSIDER THE OPPOSITE

Notice the next time you find yourself making a judgment about someone based on a group stereotype (e.g., automatically assuming that an older employee isn't tech savvy or that a colleague with a heavy accent isn't competent), and then consider whether the opposite is true.

OBSERVE AND CONSIDER

Look around your workplace. How are colleagues treated when they are the only person of their race, ethnicity, and/or gender in a group? Who gets heard in meetings? Who suggests an idea that seems to be ignored, but gets restated by someone else who gets credit for it?

BE CURIOUS

Make personal connections and spend time learning how your coworkers experience your workplace. Talk with someone new in the breakroom who is from a different demographic group than you are. Ask questions and listen.

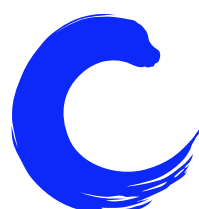
ACCEPT DISCOMFORT

The journey of unlearning implicit biases requires confronting qualities of ourselves that we may not like. Know that discomfort = growth, and that perfection is not the goal. Be willing to admit when you've demonstrated bias, instead of becoming defensive or making exceptions for yourself.

STAY COMMITTED

We all have biases that change and evolve even when we confront them. Remain committed to sustained action over time.

Note: While many people use the term "unconscious bias," Catalyst prefers the term "implicit bias." Unconscious bias implies that these biases are outside our awareness and control. All people at an organization have the ability to become aware of implicit biases in themselves and others and take action to mitigate their impact on building diverse, equitable, and inclusive workplaces.



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