



Consciously Overcoming Unconscious Bias

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At your tables, share:

- Name
- Agency
- My Favorite _____ is _____ .

Objectives

Describe
Unconscious
bias.



Recognize
Some of
our own
unconscious
biases.

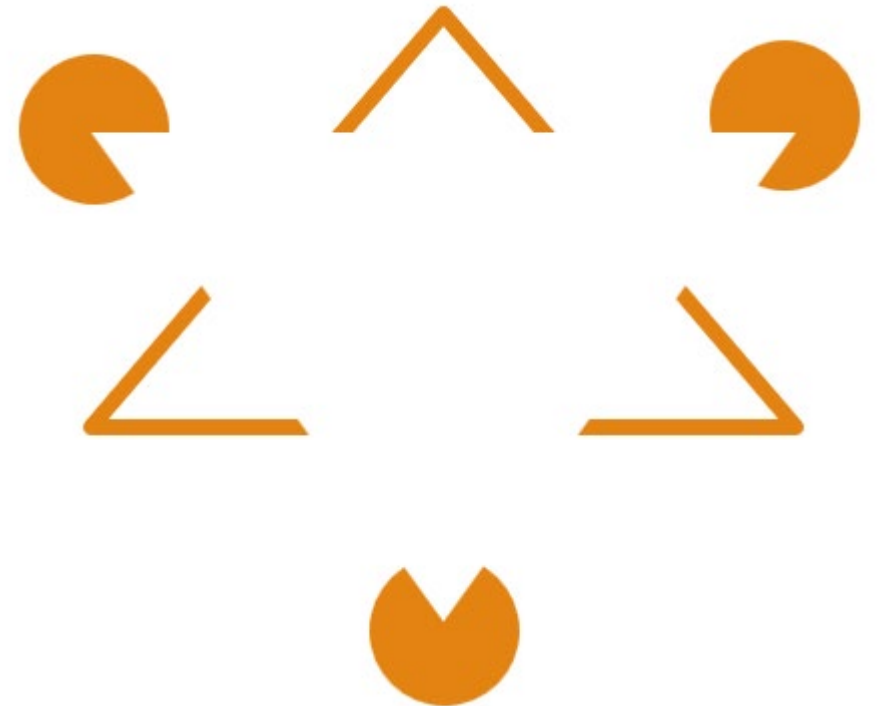


Identify
Strategies to
manage
biases.



What is Unconscious Bias?

A bias that happens **automatically** and is triggered by our brain making **quick judgments and assessments** of people and situations.



Unconscious Biases are shaped by

- Personal experiences
- Background
- Cultural environment, etc.

Potential Consequences of Unconscious Biases in the Workplace

Feelings of disrespect and unfairness

Lack of engagement

Conflicts

Missing out on best candidates and effective teams

Poor service

Discrimination lawsuits



Whom to Leave Behind Activity

Whom to Leave Behind

On your own

At your tables



Whom to Leave Behind Activity

Understanding our
unconscious biases
can help us make
conscious decisions
that are more
fair and inclusive.

We are all a

work in
progress



Ways to Combat Unconscious Bias in Ourselves

- Be open to development
- Take Implicit Association Tests (IATs)
- Interact with a variety of people
- Ask questions
- Remind yourself
- Educate yourself.

Ways to Address Unconscious Bias in Others

When is the last time you changed your mind about something because someone yelled at you or called you names?

Ways to Address Unconscious Bias in Others

- Wonder why else, why else...
- “Tell me more” or “Why do you say that?”
- Make connections
 - I used to think that...
 - I agree with part of that...
 - I can see why you think that...
- Doesn't have to be a one-time intervention.



Consciously overcoming unconscious biases is an **ongoing process** that requires dedication and effort.

It's **not about eradicating all biases** completely, but rather **becoming more aware of them** and actively working to **minimize their influence** on your thoughts and actions.