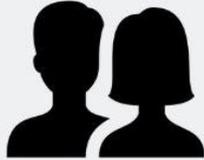


An **inclusive environment** respects & values differences.

To build one, we must reflect on **biases** that cause us to make substandard decisions & hold onto irrational beliefs.

Beauty Bias



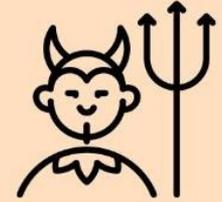
Judging people based on how they look.

Affinity Bias



Hiring people the same as ourselves.

Horns Effect



Negative assumptions cloud our judgement.

Confirmation Bias



Searching for evidence to back up first impressions.

Attribution Bias



How we perceive the actions of others.

Conformity Bias



Changing opinions to conform with the group.

Halo Effect



Perceived as having more positive traits than others.

**Unconscious biases** are stereotypes and attitudes we accumulate through life that influence the way we view and judge other people.

We can **train ourselves** to think & act differently towards others. 😊

## 4 Simple Ways to Reduce Personal Biases:

- (1) Engage people from different backgrounds and cultures
- (2) Ensure everyone on your team or under your influence gets heard
- (3) Ask questions rather than make assumptions
- (4) Go online and take an Implicit Association Test to evaluate how strongly you associate certain stereotypes to specific groups; use your results to start a conversation with friends, family, colleagues

<https://implicit.harvard.edu/implicit/>

# Questions for Reflection

What do the people you feel most comfortable with in life & work have in common?

How can you improve connections with people you feel less comfortable around?

When is your next opportunity to actively seek a different point of view?

Who may not always be heard at work, school, home, community... why?

When was the last time someone incorrectly assumed something about your preferences, capabilities, or background?

If they had asked a question instead, would it have been more productive?