

Equity Challenge Day 2: Understanding and Reflecting on Our Bias

Something to Consider:

“Worse than being less than you, is if you are perceived as a threat.”

- [John A. Powell](#)

We all have bias,

But often, we are not aware of the biases that we subconsciously hold. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious. For example, [according to a recent study](#), companies are more than twice as likely to call minority applicants for interviews if they submit whitened resumes as candidates who reveal their race.

But, [research also shows](#) that we can actively rewire these neural associations by being more intentional about acknowledging our biases. Today's focus is on personal reflection - taking the time to uncover some of our own biases and reflecting on how we take control of these unconscious constructs.

Today's Challenge

Option 1: Listen to an [interview with Robyn Afrik](#), Director of the Ottawa County Office on Diversity, Equity and Inclusion, as she talks with the West Coast Chamber of Commerce on 'How Can I Recognize and Address Implicit Bias in the Workplace?'

Option 2: Go deeper and [take Project Implicit Hidden Bias tests](#), created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn't make you a bad person—it only makes you human.

TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.

Option 3: Read one or more of the compelling personal stories featured in the Speak Up Handbook by the Southern Poverty Law Center. We would like to point you to page 19 titled ["What Can I do About My Own Bias?"](#) but feel free to use the table of contents on page 2 to explore other topics that interest you. You can also check out the [nine tactics to ensure your actions line up with your intentions](#).