
Recognizing and Addressing Implicit Bias with Dr. Patty Probert

Overview:

This session will review the science and research related to unconscious bias, identify how biases and processes of the unconscious mind can impact relationships, and discuss ways to increase awareness of your own background and its impact on your perceptions. The content covered will help you advocate for inclusion in your organization and identify strategies for practicing conscious awareness individually and organizationally.

Discussion Questions:

1. Why is it important to address bias? How can bias impact myself, others, and my organization?
2. How has bias shown up in the workplace for you (could be something you've experienced, witnessed, or imagined)? What were the implications of the bias?
3. What are some ways you can mitigate your biases? What is one strategy you are currently using and one strategy you will try to implement going forward?

Facilitator Notes:

1. View the webinar or listen to the podcast.
2. Answer the discussion questions above as an individual or team.
3. Explore Additional Resources and discuss highlights or assign to team members to review.

Additional Resources:

- The Danger of a Single Story: <https://www.youtube.com/watch?v=D9lhs241zeg&vI=en>
- Project Implicit: Harvard Implicit Association Test: <https://implicit.harvard.edu/implicit/>
- Cook-Ross Proven Strategies for Addressing Unconscious Bias in the Workplace: <https://www.cookross.com/docs/UnconsciousBias.pdf>
- Cook-Ross Unconscious Bias Workbook: <https://www.cookross.com/docs/UnconsciousBiasWorkbookSample.pdf>