

## **Five Things You Can Do To Reduce and/or Interrupt Implicit Bias**

**1 – Take the Implicit Association Test (IAT).** Visit the website of Project Implicit by going to [www.implicit.harvard.edu](http://www.implicit.harvard.edu). Take one or more of the 14 IATs.

**2 – Practice Individuation** – take the time to learn detailed information about people who are different; or you perceive them to be; engage in regular, in-person one-on-one meetings as a way to do this; use the handout on individuation as a resource.

**3 – Practice Perspective Taking.** Identify and practice creative ways to ‘walk in the shoes’ – metaphorically speaking – of people who are different than you or you perceive them to be different.

**4 – Practice counter-stereotypic imaging.** Use photos, images, symbols, movies and TV shows to counter negative stereotypes about marginalized groups AND also create identify safety.

**5 – Improve how you make decisions by:**

- **“blinding” yourself** so that you make decisions based on relevant information; avoid being swayed by non-relevant demographic information.
- **Using “checklists”** to slow down decision-making and encourage more deliberation.
- **Using objective criteria** (versus subjective or ambiguous) to make decisions.