

Addressing Bias and Designing for Inclusion

Everyone has unconscious biases – our brains are hardwired to create them. Because facilitators are often making on the spot, fast decisions, like who to call on or how to respond to different people, it's important that you:

1. Educate yourself about unconscious (or implicit) bias.
2. Work to understand your unconscious biases.
3. Take intentional steps to address your biases.

Here are some resources you can use:

1. Resources to understand unconscious bias:
 - Explore the resources at CookRoss.com, for example, recorded webinars, white papers or blog posts. You can also do a Google search for Howard Ross and listen to or read interviews and speeches of a variety of lengths.
2. Work to understand your unconscious biases:
 - Visit [Project Implicit](http://ProjectImplicit.com) and take a test.

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition—thoughts and feelings outside of conscious awareness and control. Their goal is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.

- Visit [Racial Equity Tools](http://RacialEquityTools.com):

Pick at least two resources to read and/or watch to expand your knowledge related to implicit bias and how to address it.