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|  |  | Simple Steps to Mitigate Unconscious Bias  By Schabel Solutions |

# what can you do?

1. Learn your unconscious bias by taking the Harvard Implicit Bias assessment online.

Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>

1. Hold yourself accountable and help create a culture of accountability:
   1. Call out unconscious bias in a respectful manner.
   2. Support and encourage criteria and process for decision making. Justify your decisions.
   3. Make sure everyone has the same interpretation of key facts and criteria before a key decision is made.
   4. Establish step-by-step protocols for making key decisions
   5. Ask for feedback.
   6. Strive for a culture of transparency, collaboration and inclusion.
   7. Slow down. Delay decision making process when stressed or multitasking.
   8. Debunk stereotypes with information.

