

Changing Biases

Brought to you by the Diversity Advisory Committee

6 Steps to Changing Biases:

- ***Reflect:*** Spend time reflecting on the biases that you might have.
- ***Confront:*** Consider why you might be holding onto a bias.
- ***Engage:*** One of the best ways to eliminate a bias is to prove it wrong through personal experience and engagement.
- ***Commit:*** Commit to experiencing individuals, not groups.
- ***Maintain:*** Keep making connections with individuals – embrace each opportunity to meet and experience a new person
- ***Discuss:*** Use discussion to encourage building a bias-free workplace.

Expanded descriptions for each of these steps can be found at:

<http://www.ala.org/advocacy/diversity/workplace/bias>

