

Stereotype: an oversimplified generalization about a person or group of people without regard for individual differences. (Even seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequences.)

Prejudice: an overgeneralized judgment that comes from a lack of information/personal experience and leads to bias towards others based on the group with which they are perceived to identify.

Bias: an inclination or preference either for or against an individual or group that interferes with impartial judgment and behavior.

Addressing Biases

- ⊙ Identify and accept a bias exists.
How do you know when you are experiencing a bias reaction?
What thoughts, feelings, or actions might you notice in yourself?
- ⊙ Make an effort to overcome biases.
This can be tough since it can relate very closely to our identity.
Try thinking in terms of fairness and respect rather than specifics of the bias itself.
- ⊙ Potential test questions for each situation as bias comes up:
“Is my personal bias fair, relevant, or even worth having?”
“How might this bias relate to my need for safety?”
- ⊙ You could also ask yourself:
“Is my personal bias impacting my relationship with this person/family?”
“How does this bias influence my ability to stay in a place of empathy?”
- ⊙ Discuss how bias impacts relationships with families & coworkers.
Be prepared to listen with an open mind and incorporate feedback.
- ⊙ Commit to ongoing learning and growth; forgive yourself for missteps but use them as an opportunity for deeper insight and change.