

CONFRONTING IMPLICIT BIAS

BIAS REDUCTION WORKSHEET



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This worksheet walks us through the 5 evidence-based strategies to reduce our implicit bias toward others. Take your time to complete the questions below. While this may feel difficult or vulnerable, the activity has more impact when we respond truthfully.

Five Strategies to Break the Prejudice Habit

Stereotype Replacement

A stereotype is defined as a characteristic associated with a group of people - the group can be one to which you belong or not. Stereotypes form the root of implicit bias, and can influence our judgments, decisions, and behavior.

Consider a behavior you exhibited towards someone or a decision you made based on a stereotype. What was the stereotype? What was your behavior or decision? How could you have acted differently, not based on this stereotype?

Counter-Stereotypic Imaging

Being exposed to individuals who counter stereotypes helps to break down stereotypes in our minds.

Identify individuals who belong to the group above who are very different from the stereotype you identified. These can be people you know personally or from popular culture, the media, etc. Who are these individuals? How do they defy stereotypes?

Individuation

Focusing on unique characteristics of individuals enables us see others as more than just one aspect of their identity, and helps us not rely on group-based traits.

Consider how members of the stereotyped group differ from each other – in looks, interests, behaviors, occupations, etc. How can you proactively learn more about the different experiences and characteristics of individuals in this group?

Perspective-Taking

Taking the perspective of others increases empathy and reduces bias.

Refer to the initial behavior you identified in Stereotype Replacement. How would you feel in that situation if you were a member of that group?

Increase Opportunities for Contact

Interacting with people from other groups expands our understanding of them and reduces bias by breaking down group stereotypes.

How can you make meaningful connections with individuals in this group?

Source: Devine, P. G., Forscher, P. S., Austin, A. J., & Cox, W. T. (2012). Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. *Journal of experimental social psychology, 48*(6), 1267-1278.