

## Assessing Bias

1. Under Bias and Identity, question 1: "I don't get along well with everyone on my team. // I've gone out of my way to get to know my colleagues, even if we have different opinions or interests."
  - a. I put a 4 out of 5 because I don't really do this a ton, but it does happen. I feel like that's expected of me as a woman in the workplace, and it's expected if you're a woman who specifically wants to move up in her workplace. Also, I'm usually the one that has to break the ice or find topics to talk about, doesn't like the silence in conversations, etc. Also I'm genuinely curious sometimes.
2. Under Bias and The Brain, question 2 "I'm often in a rush and so I typically make quick decisions, even about big personal or professional issues" // "I try to get input from friends, colleagues, or leaders before making critical decisions."
  - a. This is really interesting to me because I've never thought about the connection between making quick (or rushed) decisions and how that may put you at risk for making a decision with more unchecked bias. Taking time to make decisions can give you time to reflect on where bias may be at play.
3. Under Cultivate Connection: Connect To Mitigate Bias, question 1 "I can fix my biases on my own." // "I need the support and input of others to be able to see past my own biases and assumptions."
  - a. This is also an interesting question because I do definitely need the support and input of others to work on my own biases and assumptions, \*however\* that's not to say that I need to rely on other people to do the heavy lifting for me. I can't do the work alone, but there is a lot I can do on my own to reflect, find materials online, seek a therapist, etc, in order to "do the work on my own" and not put the responsibility of me unlearning my biases on others - especially marginalized people or groups I may find I have biases towards/against.
4. Under Cultivate Connection: Connect to Mitigate Bias, question 3: "I don't ask for feedback or input from my friends, leaders, or peers." // "I regularly ask others for feedback on my perspectives, performance, or decisions."
  - a. I have never thought to explicitly ask someone for feedback on my perspectives. "What do you think of this perspective?"
5. Under Meaningful Connections, question two "I don't see a need to expand my network of colleagues." // "I regularly examine my frequent connections and consider whether I could diversify the perspective and experiences of those around me."
  - a. This is interesting because I don't think I've actively, explicitly evaluated my professional network to see who is present and who is not. I do this subconsciously, and also consciously when I take stock of who the important people in my personal life are, what their life experience is like, and what their

perspectives are. So this is a cool suggestion to bring this analysis to my professional network.

- b. Also, I worry about this “diversify my network” topic in terms of tokenizing people just for the sake of saying you have X type of person in your network, and also if you’re seeking a diverse perspective that’s also marginalized when your perspective is not - we should be aware of what we are bringing to the table for potential new people in our network as well. Don’t just say “I need X perspective so I’ll reach out to this person and see if I can talk with them.” Be prepared to identify and follow through on what value you can bring to that person’s network, as well. In other words, don’t just take - make sure you’re giving as well.
6. Under Meaningful Connections, question 3 “I don’t spend time with, or actively avoid, people who challenge my opinions or decisions.” // “Even when it’s difficult to hear, I value dissenting opinions and friends or colleagues who challenge me.”
- a. This can be dangerous because people don’t usually agree on what “valuing dissenting opinions” means. If someone’s dissenting opinion is actually dehumanizing a group of people (especially if it’s a group you belong to), to me there can be no value in tolerating that “dissenting opinion.” So there needs to be clarity here, about accepting, valuing, and considering challenging or dissenting opinions, and the self care and self preservation of putting boundaries up with people whose “dissenting opinion” involves the dehumanization or devaluing of your identity or any other marginalized identities.

## Results:

What is Bias: 15/15

Bias and Identity: 14/15

Bias and the Brain: 13/15

Cultivate Connection: 15/15

Empathy and Curiosity: 15/15

Meaningful Connections: 14/15

Choose Courage: 15/15

Four Ways to Act: 14/15

Total: 115/120

1. Strongest: What is Bias, Cultivate Connection, Empathy & Curiosity, Choose Courage, Four Ways to Act
2. Weakest: Bias and the Brain
3. Focus for future: Taking time and getting more input before decisions (don’t rush); continuing to work on identifying emotional reactions and taking time and space when needed before acting; Seek out ways to diversify my network.