



Day 2 – Understanding and Reflecting on Our Bias

“Worse than being less than you, is if you are perceived as a threat” - [john a. powell](#)

[We all have bias](#) (1:13) but often, we are not aware of the biases that we subconsciously hold. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious.

For example, [according to a recent study](#), companies are more than twice as likely to call minority applicants for interviews if they submit whitened resumes than candidates who reveal their race.

[Research also shows](#) that we can actively rewire these neural associations by being more intentional about acknowledging our biases.

Today’s focus is on personal reflection - taking the time to uncover some of our own biases, as well as reflecting on how we take control of these unconscious constructs.

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Option 1: Go deeper and take [Project Implicit's Hidden Bias tests](#), created by psychologists at top universities to uncover some of your own unconscious biases. Remember, having biases doesn't make you a bad person—it only makes you human. After, read about the [21 Racial Microaggressions You Hear on a Daily Basis](#) to better understand how these biases actively cause harm to others, making them “racist abuse” in the words of Ibram X. Kendi.



TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.

Option 2: Read one or more of the compelling personal stories featured in the [Speak Up Handbook](#) by the Southern Poverty Law Center.

We want to point you to page 19, titled ["What Can I do About My Own Bias?"](#) but feel free to use the table of contents on page 2 to explore other topics that interest you. You can also check out the [nine tactics to ensure your actions line up with your intentions](#).

Option 3: [Watch What Would You Do?: Facing the Negative Impact from “Positive” Stereotypes](#) (10 :00) An individual may think they are providing a compliment, but may in fact be promoting long-held stereotypes.

Questions to Consider for Self-Reflection:

- Reflect on your life experiences, your childhood, and family upbringing; toys you played with; the neighborhoods in which you've lived; elements of your career path; media messages; your family and peer networks; etc. How might these experiences have shaped your biases, with or without your conscious awareness?

Encourage your friends and family to take one of the Implicit Bias tests and share the video from today's challenge by sharing on your social media. Don't forget to use the hashtags [#unitedforequity](#), [#equitychampions](#), and [#CRequitychallenge](#)