

BIAS INTERRUPTION

Bias interruption is the intentional practice of noticing, pausing, and redirecting behaviors, decisions, or patterns that stem from unconscious bias—especially those that affect inclusion, fairness, or belonging in a group setting. In facilitation, bias interruption means you don't just recognize bias—you actively disrupt its impact in real time, using clear, compassionate strategies that reinforce your group agreements and values.

WHY IT MATTERS:

Unconscious bias can show up in subtle but powerful ways, such as:

- Consistently calling on certain participants over others
- Dismissing emotional expression as “overreacting”
- Making assumptions about motivation or ability based on identity or behavior
- Allowing stereotypes or microaggressions to go unchecked in group dialogue
- If left unaddressed, these moments erode trust, safety, and equity.

WHAT BIAS INTERRUPTION LOOKS LIKE IN PRACTICE:

Noticing patterns:

“I’m realizing I’ve called on the same 2 people—let’s make space for some new voices.”

Naming with care:

“That comment could be interpreted in a way that feels dismissive—let’s pause and reframe.”

Redirecting the moment:

“Let’s return to our group agreements about listening with respect and curiosity.”

Self-reflection in real time:

“I may have made an assumption there—let me take a step back and check in.”

Debriefing after the fact:

“How did that moment land for folks? Is there anything we need to revisit together?”