

Combating Unconscious Bias As Participation Leaders: What you can do

It's easy to feel powerless in the face of the impact our unconscious biases have on our actions and our communities. But remember, low blame, high responsibility! Take simple actions to see big changes.

On the surface:

- **Name it:** make mental notes on your first impressions of people. Slow your thinking. Are you basing them on stereotypes or unconscious bias?
- **Point it out:** empower everyone in your community to call out unconscious bias by calling it out yourself, respectfully.
- **Actively solicit input** from people and say "thank you" when your bias is pointed out.
- **If you "get it wrong" or make a mistake, simply apologize**

See bias and block it:

- **Decision Making with Clear Criteria:** Set clear objective criteria that is directly related to the role when you have a role in your community to fill - lack of criteria often means we choose people like ourselves ☐
- **Set objective standards in advance** for evaluating performance and assigning projects; make these transparent with community members ☐
- **Stop & Think:** Check yourself before making a people-decision when you're in stressful situations or under tight deadlines ☐
- **Encourage accountability by all community members** to be able to explain decision-making with evaluations, peer reviews, speaker selection, code reviews, or any other kind of decision-making about people ☐

Full participation and fair credit ☐

- **Set ground rules & norms for how meetings will be conducted** to ensure that all voices are heard ☐
- **Develop a practice to interrupt those who interrupt others** (respectfully) so that everyone can have their say ☐
- **Rotate the responsibility for community "housework"** such as taking meeting notes, organizing agendas, and planning events ☐
- **Create fair practices for recognizing accomplishments** or seeking other perspectives ☐
- **Vouch for competence** or accomplishments of others regardless of your position ☐
- **Encourage team members to speak up** when credit is not given to the right person ☐
- **Seek feedback from community members** with whom you collaborate often but from whom you don't usually receive feedback
- **Reach out to a group who represents who's missing from your community**