

# UNCONSCIOUS BIAS

## 3-2-1 DISCUSSION GUIDE

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### 3 TAKE-HOME MESSAGES

Review these messages together.

#### We all have unconscious biases.

These biases affect how we perceive and engage with other people.

#### Unconscious biases impact the veterinary profession.

They have implications for:

- the client/veterinary professional relationship
- animal care
- the workplace's inclusive climate

#### Start with yourself.

The first step is to explore our unconscious biases and how they impact our decisions and interactions.

### 2 QUESTIONS TO CONSIDER

#### Question for **team discussion**

Share your thoughts with your team.

#### Why is it important to examine the unconscious biases that may be impacting our workplace?

#### Question for **self-reflection**

No need to share your answer or thoughts with anyone.

#### How have I misjudged someone in the past based on my unrecognized unconscious biases ... and am I making that same mistake with someone now?

### 1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

**Make a commitment together as a team** to implement at least one of the suggestions below. This will be your team behavior change.

- Agree to privately take one or more of the brief Implicit Association Tests at Project Implicit.

<https://implicit.harvard.edu/implicit/takeatest.html>.

The tests are eye-opening and quickly identify your own biases and stereotypes. You don't need to share your results. The research shows that just taking one test can lead to conscious behavior change.

- When you start a new project or initiative as a team, seek more diverse input than you typically ask for. This is a way of identifying unconscious biases, incorporating more diverse perspectives, and ultimately ending up with a more successful project.

**Make a commitment as an individual** to follow through on at least one of these suggestions (this can be private).

- Think about a person that you would call an acquaintance. What do you actually know about that person? Make a mental list of important things you DO NOT know about that person. Does this acknowledgment change how you think about that person?
- Resist the urge to make a snap judgment—these are often a result of an unconscious bias. The next time you make a quick judgment about a person, stop and ask, “Why do I think that?”
- Start a journaling practice where you reflect on how you've developed unconscious biases about people with identities different than yourself. It's sometimes helpful to reflect on childhood experiences.

**We hope that after the meeting, you will be inspired to explore unconscious bias in greater depth, either as a team or individually. We invite everyone to check out Dr. Nishi's recommended resources in the [Routes Narrative](#).**