

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 [Topic Overview](#).