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**7 STEPS TO REDUCE/INTERRUPT BIAS**

**STEP # 1 – Increase Your Awareness**

* Individual – **Take the Implicit Association Test (IAT)** at [www.withinourlifetime.net](http://www.withinourlifetime.net)
* Organizational – **Use the “Racial Equity Toolkit”** to Assess Policies, Programs and Budget Issues. You can access the toolkit at <http://www.seattle.gov/Documents/Departments/RSJI/RacialEquityToolkit_FINAL_August2012.pdf>

**STEP # 2 --** **Improve decision-making** (individual and organizational) by slowing down and removing discretion and ambiguity from decision-making.

**STEP # 3 -- Counter Stereotypes** (individual and organizational) – use photos and images to counter existing stereotypes.

**STEP # 4 --** **Practice Perspective Taking** (individual) **–** find creative – and respectful -- ways to experience what it’s like to walk in the shoes of stereotyped or marginalized group.

**STEP # 5 – Practice Individuation** (individual and organizational) – do regular, in-person, one-on-one meetings with people who: a) you are prone to be biased against and/or; b) who have a lived experience different than your own.

**STEP # 6 -- Do Inter-group Work** (organizational and community) – Create and/or join a dialogue group; organize a “brown bag” series; ultimately, the goal is to create opportunities for diverse groups of people to engage in positive contact over an extended period of time.

**STEP # 7 -- PRACTICE, PRACTICE, PRACTICE**

* Shifting behavior and culture (individual and organization) requires sustained practice, repetition and feedback.