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**How Do We Reduce/Interrupt Implicit Bias**

**# 1 -- IMPROVED DECISION-MAKING**

Slowing down; being more deliberative; removing discretion and ambiguity from decision-making:

*Example: Courts Catalyzing Change “bench card” or checklist for judges. See excerpt below:*

* *What assumptions have I made about the cultural identity, genders, and background of this family?*
* *What evidence has supported every conclusion I have drawn, and how have I challenged unsupported assumptions?”*

**# 2 -- COUNTER-STEREOTYPIC IMAGING**

The subconscious power of pictures, images and symbols to create “identity safety” and reduce negative biases.

Example: "I am Jesse Owens" mural in NW Washington, D.C.



**# 3 -- PERSPECTIVE TAKING**

Walking in the shoes – taking on the first hand perspective -- of others (or the perceived other)

*Examples:*

* *Federal Judge Mark Bennet spending time in a solitary confinement cell;*
* *Former Newark Mayor Cory Booker living on food stamps for a week*

**# 4 -- INDIVIDUATING –**

Using the power of regular, one-on-one conversations to see people for their individual qualities and attributes versus seeing them as part of a stereotypic group.

* *Church-based organizing networks requiring organizers to conduct 20-35 in person meetings each week*
* *American Federation of State, City and Municipal Employees (AFSCME) Stronger Together campaign – training 5% of its members to engage another 80% “one conversation at a time.”*

**# 5 -- INTER-GROUP CONTACT**

Using the power of positive, sustained dialogue across different identity groups to support individuation, perspective taking and group re-categorization.

*Example -- National Park Service (NPS) Allies for Inclusion Program; training NPS staff to be dialogue facilitators; using 60-90 minute monthly "brown bags" as the strategy.*