

**What is unconscious bias:**

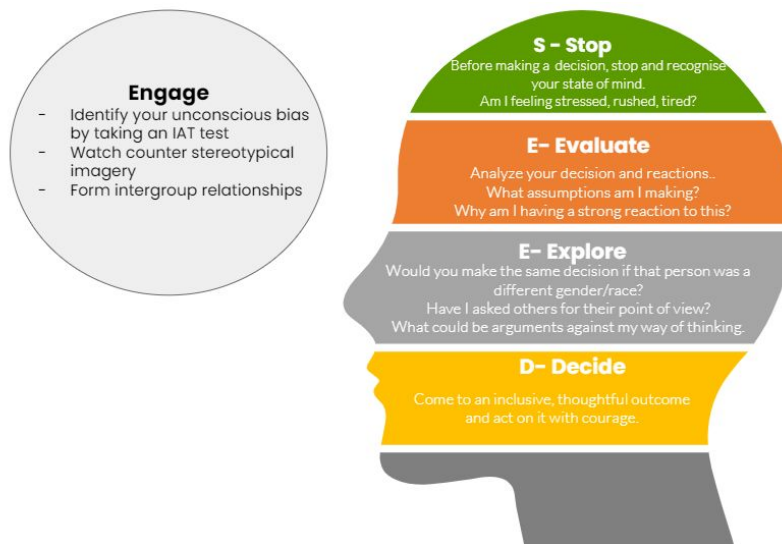
Unconscious bias means the beliefs, attitudes, and habits we carry around without awareness or conscious direction that usually are not objective.

**Takeaways on Unconscious Bias:**

1. We all have unconscious biases
2. It does not always align with our explicit beliefs
3. A tiny bit of bias can have big consequences
4. We cannot cure or remove them, we can only acknowledge and address it

**Addressing Unconscious Bias at an Individual level:**

Learning to take control of your unconscious bias won't happen overnight – it will require continuous and proactive attention and effort. We recommend you leverage the SEED framework below when making decisions, which was covered in the e-module.



What is it	What you can do
<p><b>Stop</b> Being mindful and considered in your responses to others</p>	<p>When making a decision, pause and consider your mental and physical state. Ask yourself: Am I feeling rushed, stressed, anxious, or tired?</p>

<p><b>Evaluate</b> Analyze your decision and reaction.</p>	<p>Take the time to evaluate your decision and reaction,</p> <p>Ask yourself:</p> <ul style="list-style-type: none"><li>• What assumptions am I making about the situation or others?</li><li>• Are there things about this person or situation that particularly influence your impression?</li><li>• Why am I having a strong reaction to this?</li></ul>
<p><b>Explore</b> Use different techniques to consider other options</p>	<p>Ask yourself, if you would think or say the same thing if the person was a different gender, from a different ethnic background, or other diversity dimensions.</p> <p>'Consider the opposite' approach. Asking yourself 'what could be wrong with my conclusion?' will determine if your decision is unbiased.</p>
<p><b>Decide</b> Having the courage to act</p>	<p>Once you have come to an objective and inclusive decision, act on it with courage and conviction</p>