

DAY 2: Understanding and Reflecting on Our Bias

“Worse than being less than you, is if you are perceived as a threat” - [john a. powell](#)

[We all have bias](#). But often, we are not aware of the biases that we subconsciously hold. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture, and consequently into our own subconscious. For example, [according to a recent study](#), companies are more than twice as likely to call minority applicants for interviews if they submit whitened resumes than candidates who reveal their race.

But, [research also shows](#) that we can actively rewire these neural associations by being more intentional about acknowledging our biases. Today’s focus is on personal reflection - taking the time to uncover some of our own biases and reflecting on how we take control of these unconscious constructs.

Today’s Challenge:

OPTION 1: Listen to the WEMU Washtenaw United [radio interview with Yodit Mesfin Johnson](#), United Way of Washtenaw County’s board chair, on the role implicit bias plays in our lives. She discusses how our biases impact equity and challenges some of her own biases.

OPTION 2: Read [reflections from three attendees at the Blackness in America](#) dinner series held in April 2018 as a partnership between Tunde Wey, a Nigerian chef who brings people together at dinners across the country to talk about inequity and other problems facing our society, and the University of Michigan. Each reflection tells a story of wrestling with identity and confronting one’s biases.

OPTION 3: Go deeper and take [Project Implicit’s Hidden Bias tests](#), created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn’t make you a bad person—it only makes you human.

TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.

OPTION 4: Read one or more of the compelling personal stories featured in the Speak Up Handbook by the Southern Poverty Law Center. We would like to point you to page 19 titled ["What Can I do About My Own Bias?"](#) but feel free to use the table of contents on page 2 to explore other topics that interest you. You can also check out the [nine tactics to ensure your actions line up with your intentions](#).