



*“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences” – Audre Lorde*

One hot topic that often stems from our JEDI training sessions and is difficult for even the closest of friends to discuss is unconscious bias. However, opening compassionate discussions about unconscious bias, even in the workplace, is how we can all grow to understand and acknowledge our blind spots. This can be intimidating for people and organizations as a whole. When confronted with unconscious bias, our minds work to protect ourselves from feeling guilty over something we didn't intend by denying the fact that we have bias at all. Having unconscious bias is nothing to feel bad about. We all have it. If you are committed to a growth mindset and being a positive influence, be open to learning about your unconscious bias. Promote compassionate understanding and conversations where people feel safe pointing out each other's unconscious bias. This is how we can all grow. Let go of feelings of guilt and challenge yourself.

I would encourage you to visit the link below and take the Hidden Bias Test called Implicit Association Tests, or IATs. This test will measure your level of unconscious bias. You might find your results to be thought provoking.

<https://implicit.harvard.edu/implicit/selectatest.html>

## Resources



Natasha Nicholson,  
[How 'unconscious bias' training improves culture and productivity](#)



JEDI Justice \* Equity \* Diversity \* Inclusion