

Tips on Avoiding Unwanted Biases

These tips were adapted from the manuscripts; Avoiding Unwanted Biases: Strategies for Providing More Equitable Health Care^[1] by Van Ryn M. and Follow the Science: Proven Strategies for Reducing Unconscious Bias^[2] By David Hoffman and Helen Winter

Practice Shifting Negative Thoughts

Increasing emotional well being has been linked to an increase in executive control & flexible thinking.^[3]

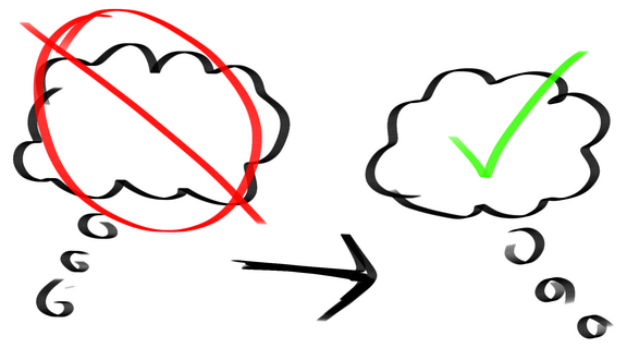
These skills are associated with:

- The ability to see others as unique individuals rather than based on biases.
- Increase in emotional control.



Ideas for Reducing Mental Load:

- Establish a “worry time” technique^[6]
- Try to get enough sleep
- Lower the noise level
- Spend less time on social media
- Establish Clear Boundaries with Others/Yourself
- Try to Take Mental Breaks throughout the day



Activities that can Increase Emotional Well Being:

- a. Mindfulness
- b. Physical Exercise
- c. Engaging in Hobbies
- d. Time Alone
- e. Time with Friends/Family

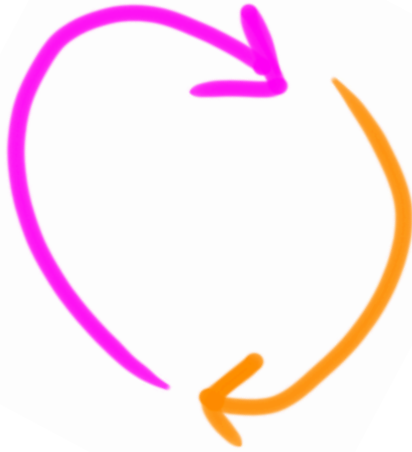
Reduce Personal Stress

Reducing Stress and Anxiety can avoid the reduction in our brains processing power that results in us defaulting to implicit biases and attitudes.^{[4][5]}

Causes of Mental Fatigue:

- Stress
- Tiredness
- Sickness
- Anxiety
- Competing Demands

Tips on Avoiding Unwanted Biases



To reduce negative unwanted biases, seek out media that challenges these popular prejudices.

Counter Stereotypes (especially Negative)

Our implicit biases are shaped by what is popular in our society groups.

Step into the other Person's Shoes (Empathy)

Try viewing things from the other person's perspective.

How are they viewing the situation? If you were in their mind, body, position how might things look?



Advice for Fostering Empathy:

- Educate Yourself on
 - History
 - Systematic Oppression
- Watch documentaries/personal accounts of women and minority struggles, lives and achievements

Sources

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2. Winter, Helen and Hoffman, David A., *Follow the Science: Proven Strategies for Reducing Unconscious Bias* (August 01, 2022). 28 HARV. NEGOT. L. REV. 1 (2022), Pepperdine University Legal Studies Research Paper No. 2024/14, Available at SSRN: <https://ssrn.com/abstract=4864197> or <http://dx.doi.org/10.2139/ssrn.4864197>
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6. NHS. "Tackling Your Worries - Self-Help CBT Techniques - Every Mind Matters." *Nhs.uk*, 26 Sept. 2022, www.nhs.uk/every-mind-matters/mental-wellbeing-tips/self-help-cbt-techniques/tackling-your-worries/