

HOW LEADERS CAN CHALLENGE IMPLICIT BIAS

LEARN MORE

Learn about the root causes of implicit bias. Explore how bias in people managers impacts work—who gets picked for critical assignments, promotions, and access to senior leadership.

IDENTIFY BIAS

Become familiar with different types of biases regarding people's inherent characteristics, such as [ageism](#), [gender bias](#), [beauty bias](#), and [weight bias](#), as well as [racism](#), [colorism](#), and [bias against the LGBTQ+ community](#). How do these play out in your workplace?

START WITH YOU

Engage in critical self-reflection. Consider times when you may have made automatic assumptions about colleagues based on stereotypes, without giving them the chance to be individuals. How could that lead to unintended consequences? Hold yourself accountable for recognizing and pushing back against your own biases before asking others to do the same.

BE VOCAL

Demonstrate courage, an [inclusive leadership behavior](#), and point out biases when you see them happening in meetings and with colleagues.

BE CURIOUS

Make personal connections and spend time learning how your coworkers—especially those from marginalized groups—experience your workplace. Get involved in Employee Resource Groups events. Ask questions and listen.

SEEK DIFFERENT OPINIONS

When making decisions, deliberately seek input and perspectives from stakeholders from a range of backgrounds. Ensure that you and team members [promote expressions of difference](#).

BREAK THE CYCLE

Counter bias in [recruiting, promotion, and selection](#) for key assignments by having your teams utilize structured interviews, de-biasing job posts language, and critically looking at distribution of opportunities.

SET EXPECTATIONS

Ensure your team feels safe to speak up and make suggestions for mitigating bias. Hold team members accountable for processes and actions that reduce bias and build an [inclusive team culture](#).

TAKE A CHANCE ON OTHERS

Give others—particularly those who are different from you—a chance. Be open to learning from them as much as they can expect to learn from you. Intentionally mentor and sponsor people who are not like you.

FIND ALLIES

Reach out to other champions with proven track records of success inside and outside your organization. Find others with shared passion and commitment and engage them as partners.

STAY COMMITTED

We all have biases that change and evolve even when we confront them. Remain committed to sustained action over time.

Note: While many people use the term “unconscious bias,” Catalyst prefers the term “implicit bias.” Unconscious bias implies that these biases are outside our awareness and control. All people at an organization have the ability to become aware of implicit biases in themselves and others and take action to mitigate their impact on building diverse, equitable, and inclusive workplaces.



CATALYST
WORKPLACES THAT WORK FOR WOMEN