Respond to bias with

Stop

Think

Act

BIAS
bi'äs n.
Includes stereotypes, prejudice, and/or discrimination on the basis of age, race, ethnicity, nationality, religion, politics, gender, disability, or sexual orientation.

Wait until you’re calm. Don’t respond in kind or with anger even if that’s what you feel.

Don’t let it continue. Say, “I don’t feel comfortable” or “What just happened is unacceptable to me.”

Identify non-confrontational methods of response.

Be respectful. Try to understand the other person’s point of view.

Jot it down. Write down what you’re thinking to help you remember.

Find common ground.

Find a safe place. Don’t embarrass others in public.

Speak for yourself. You might say, “It really bothers me when…” or “It’s not fair when…”

Offer alternate information. Rephrase without biased words. Say, “Did you mean…”?

Courteously depart. If the person is still exhibiting bias, respect their right to feel differently from you.

Seek institutional resources such as the Office of Faculty and Staff Affirmative Action.

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A Making Excellence Inclusive Diversity Initiative

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http://ehs.ucr.edu/training/diversity/training/bias.html