**Breaking Bias** requires active individual and communal effort

- **Approach your own bias and context with curiosity.** Ask yourself, “What biases or prejudice might I have?”
- **Seek to understand the feedback people give you regarding race and racism.** “If it’s ok, I’d like to hear more about ___.”
- **Accept and acknowledge others’ information at face value.** “You’ve experienced racism before, sharing this has been difficult.”
- **Take responsibility for your learning.** Adopt a mindset of, “I’m responsible for learning about my biases and their impact.”

**Systemic Racism** is an embedded form of racism within a society or an organization

- **Discuss, don’t blame.** “If it’s ok with you, I’d like to hear more about how this has affected you.”
- **Acknowledge historic lack of recognition of basic humanity.** “A lot of different forces have been working against you…”
- **Commit to learn more.** “Where could I go to learn more about systemic racism?”
- **Anticipate and rehearse.** Ask yourself, “Where might I encounter racial bias?” and “What can I do to prepare myself to take action?”
- **Raise awareness.** “When I stepped back and looked at all the different forces at work, I could see these are real, embedded issues.”

**Privilege** must be acknowledged and understood to curb power imbalance

- **Be self-critical.** Assume a mindful presence by noticing that I have certain unearned advantages.
- **Change your behavior.** Ask yourself, “How diverse are my friends? My social media feed?”
- **Share your experiences.** “My classification as ‘male’ has granted me ____.” “Privilege impacted me by ____.”
- **Be a role model.** When appropriate, talk with others about privilege and its oppressive effect on certain groups.

**Wielding Your Own Power** is required for change to occur

- **Be ready and vigilant.** Make a plan of action, “The next time I see/hear ___, I will ____.”
- **Address behaviors and identify the behavior.** “Your comment about my gender wasn’t respectful. Please refrain from…”
- **Appeal to values and principles.** “While talking about this can be uncomfortable, it’s important to living our value of respect.”
- **Find an ally/be an ally.** Partner with others less familiar to gain broader perspectives.