

BIAS IN THE ROOM

RECOGNIZING BIAS

What bias might I carry as a facilitator?

- ☐ Favoring certain voices
- ☐ Making assumptions based on identity
- ☐ Centering my own bias
- ☐ Avoiding discomfort
- ☐ _____

RESPONDING TO BEING CALLED IN/OUT

- Listen fully
- Thank them
- Stay grounded on impact

PRACTICE THESE PHRASES:

- Thank you for the feedback
- I didn't realize - can you tell me more
- I appreciate the chance to grow

THE 3 I'S OF BIAS INTERRUPTION

- Interrupt:
"I want to pause here..."
- Inquire?
"Can we explore what is behind that comment?"
- Inform:
"Here's another way to frame that..."

COMMITMENT

One bias I'll stay aware of:

One interruption phrase I'll practice:

One way I will respond if called in:

One action I'll take in my next facilitation:

THE I'S OF BIAS INTERRUPTION

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