

Exploring Your Own Biases

A key skill of facilitation is the ability to maintain neutrality. As a facilitator, we sometimes need to set aside our own opinions and beliefs to ensure we're listening openly and not subconsciously steering the conversation to where we want it to go. To maintain our neutrality, we need to identify where we may derail the conversation by identifying our own hot topics.

Take a moment to think about what statements may be hard for you to hear and not react. Think about both your own subconscious biases as well as how the hopes you have for the conversation may influence how you engage in the conversation.

Write those statements out below:

We all carry biases based on the places where we were raised, the media we have consumed, and the unique experiences we have had through our lives. It is important that when facilitating a conversation we are aware of what biases we may be bringing into the conversation.

As we continue to learn about our personal biases, navigate to the [Project Implicit](#) website. This website allows you to take an Implicit Association test on a series of topics. These tests measure our association of positive and negative phrases with different topics. These tests can provide valuable insight in what biases we hold. Keep an open mind to your results and know that we are not measuring your behaviors towards these topics, but just what implicit bias you may carry. It is even possible to carry a deep bias against an identity you proudly hold.

Please take at least 3 different Implicit Association tests (including one for an identity you share, if possible) and reflect on your findings below:
