

Unpacking Bias: Ways to Build Inclusive Communities

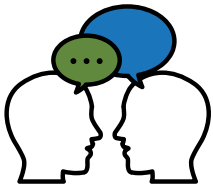
Understand what implicit, explicit and identity-based bias means

Implicit bias:
a negative attitude, of which one is not consciously aware, against a specific social group

Explicit bias:
being aware of prejudices and attitudes toward certain groups

Identity-based bias:
inclinations or preferences that demonstrate harm, discrimination, or hate against a person or group based

Try to prevent microaggressions



1. **Pause and listen:** Let others take the lead on describing their own identities.
2. **Language matters:** Show others you care through your language choices.
3. **Decentralize yourself:** Leave your ego at the door and avoid "correcting" language that you find "wrong".

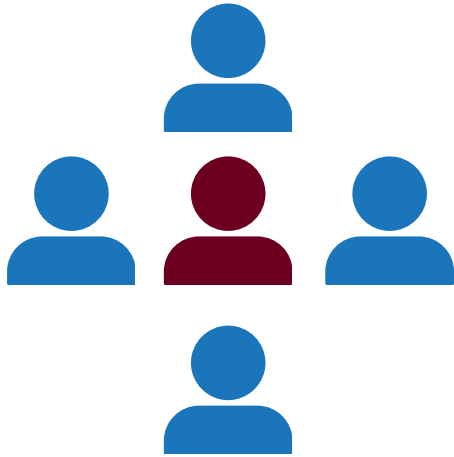
It's more important to understand others' than to be understood.

Implement strategies to build inclusive communities:



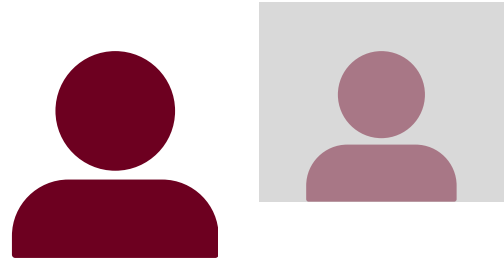
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De-center yourself



Think about other people's feelings and experiences and how they might navigate your community

Reflect



Ask yourself how you can unpack your biases and what you can do to move forward

If you experience a form of bias, you can submit a bias incident report.

- [Bias Incident Reporting Form](#)
- [Bias Response Process](#)

Remember:

- The Bias Response process is non-disciplinary
- Submissions can be anonymous; resources are always given.
- This process offers support to harmed & reporting parties, remediation and educational engagement for reported parties.
- Action is rarely taken on behalf of the reporting or affected party without full consent

For questions regarding the Bias Response process, please email biasresponse@elon.edu.