



Equity Starts Here Challenge

North Carolina Community Action Association

DAY 3: ARE YOU BIASED?

There's a very easy answer to the question, are you biased? Yes. We all are. Biases can be as simple as preferring a certain color or food, and as complicated as being biased for or against someone based on their race, religion or political beliefs.

It's nice to think that the goal is to create an unbiased society, but that's an unachievable goal. Instead, what we want is for everyone to be aware of their biases. Knowing your biases requires uncomfortable questions. It requires vulnerability. It requires you to admit your imperfections. That is why most people don't try to understand their biases. Knowing your imperfections allows you to grow and become better.

Some biases are so ingrained in us by the way we were raised or by what society tells us that we don't even think it's a bias. These are hidden biases. They are the hardest to discover and often the most painful to admit.

Today, select one or more of the following to read or view:

- [Test Yourself for Hidden Bias – Learning for Justice](#) (article and test)
- [Research says there are ways to reduce racial bias. Calling people racist isn't one of them.](#) - Vox (article)
- [The Confirmation Bias – Sprouts](#) (video)
- [The Listening Bias - TED](#) (video)

Discussion and Pondering Questions:

- What comes to mind when you hear the word "bias"?
- What are two of your social biases?
- Do you believe it's possible to overcome or change your biases?
- Is there a time or situation where biases might be good?

Don't forget to share your thoughts with your inner circle today! If you post on social media, be sure to use the hashtag [#EquityStartsHereChallenge](#)