

## Strategies to Reduce Bias

The philanthropic community can establish practices to prevent inherent bias from seeping into their work and the way funding is distributed.

- **Doubt objectivity:** Seeing yourself as objective actually tends to increase the role of implicit bias; teaching people about nonconscious thought processes ultimately allows us to guard against biased evaluations.
- **Increase motivation to be fair:** Seeking fairness, rather than being driven by fear of external judgment, tends to decrease biased actions.
- **Improve conditions of decision-making:** Implicit biases are a function of automaticity. Engaging in mindful, deliberate processing prevents our implicit biases from kicking in and determining our behaviors.
- **Count:** Implicitly biased behavior is best detected by using data to determine whether certain patterns of behavior lead to racially disparate outcomes. Once one is aware of such a link, it is then possible to consider whether the outcomes are linked to bias.
- **Monitor and improve the environment:** Because your environment both primes and helps create bias associations, it is important to continuously monitor and improve it.
- **Collect data and monitor outcomes:** Because implicit bias cannot be reliably self-reported, it is important to set goals and collect data to see if they are being met.
- **Involve a cross-section of decision-makers:** Research shows that including a critical mass of underrepresented groups in the decision-making process reduces bias.
- **Create institutional mechanisms to reduce bias:** In the context of school suspension, having very clear and objective criteria reduces bias.
- **Affirmatively state and pursue inclusive outcomes:** Focus on changing outcomes.

<http://ncrp.org/publications/responsive-pubs/rp-archive/responsive-philanthropy-spring15/role-of-implicit-bias-in-philanthropy-grantmaking>