



Implicit Bias Awareness

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Audience

This exercise is specifically designed for undergraduate students or professional development groups engaging in intercultural dialogue, diversity training, or leadership development. It is suitable for participants with varying levels of experience in recognizing and addressing biases, fostering meaningful dialogue, and promoting awareness and growth in diverse settings.

Goal

The primary goal of this exercise is to help participants identify their implicit biases, reflect on their influence in interpersonal and professional interactions, and develop actionable strategies to minimize their impact. This exercise promotes self-awareness, mindfulness, and intercultural sensitivity, equipping participants with tools to foster inclusive environments.

Description

This exercise is designed to help participants identify and reflect on their implicit biases, understand how these biases influence their thoughts, actions, and interactions, and develop strategies to mitigate their impact. Through personal reflection, group discussions, and collaborative strategy development, participants will deepen their awareness of implicit bias and enhance their ability to engage in more inclusive and mindful communication in diverse settings.

Definition: Implicit bias refers to the unconscious attitudes, stereotypes, or preferences we hold about certain groups of people based on their race, gender, age, appearance, or other characteristics. These biases are automatic and often operate without our awareness, influencing our perceptions, decisions, and behaviors in ways that may not align with our conscious beliefs or values. Recognizing implicit bias involves becoming aware of these hidden





Intercultural Dialogue Exercises

prejudices and understanding how they can affect interactions in professional and personal contexts.

Steps

Activity 1: Personal Reflection and Sharing

Individually, participants write a short reflection on a time they noticed or were affected by implicit bias in their own lives.

In groups, participants share their reflections, discussing:

- How did they recognize bias?
- What actions, if any, were taken during the interaction to address it?
- What else might have been done?
- What lessons can be learned from these experiences?

Activity 2: Strategy Development

- Groups create a collaborative list of strategies to reduce implicit bias in personal and professional settings.
- Strategies should focus on fostering inclusivity and encouraging mindful interactions across cultures.
- Groups present their strategies to the entire class or workshop, receiving feedback and suggestions.

Time Required

The exercise can be completed over one or two sessions, each lasting approximately 1–2 hours, depending on group size, level of prior experience, and depth of discussion.





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Hints for Success

- Foster an environment of openness and mutual respect.
- Use diverse and relatable scenarios to ensure inclusivity.
- Allow ample time for discussions and reflections to maximize engagement.

Resources

Banaji, M. R., & Greenwald, A. G. (2016). *Blindspot: Hidden biases of good people*. New York, NY: Delacorte Press.

Sue, D. W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. Hoboken, NY: Wiley.

Source

Ifeoma Onyebuchi, Favour Iloilo, and Stellina Ibrahim developed this exercise. Others are welcome to use and adapt it.

