EPIC

EMPOWERING PEOPLE IN CONSTRUCTION

5 Ways To
Handle Subconscious Bias

1. Self-Awareness

The first step is to acknowledge that everyone has biases, including subconscious ones. Reflect on your own beliefs and attitudes, and be open to the possibility that you may hold biases. Self-awareness is essential for addressing and challenging these biases.

2. Education and Training

Seek out resources and training programs that help you understand the concept of bias, its manifestations, and its impact. Look for diversity and inclusion training to raise awareness about bias and seek strategies for addressing it.

3. Challenge Your Assumptions

Actively question your assumptions and judgments about others, particularly in professional situations. When making decisions or forming opinions, ask yourself whether you might be influenced by bias and strive to make choices based on merit and facts.

4. Cultivate Empathy

Empathy involves putting yourself in someone else's shoes and understanding their perspective. Engage in active listening, seek to understand the experiences of colleagues from diverse backgrounds, and empathise with their challenges.
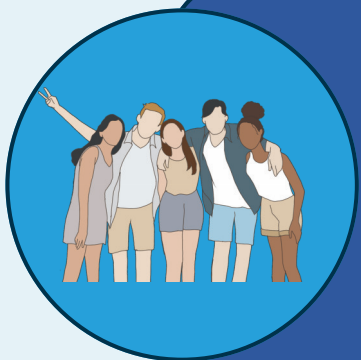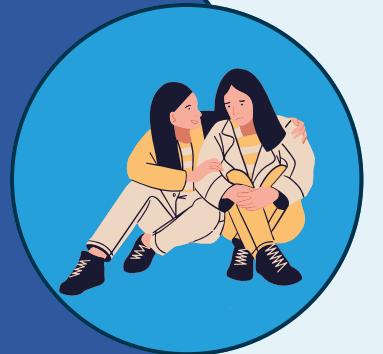
5. Promote Inclusivity

Actively work to create an inclusive work environment. Encourage diversity, advocate for equity, and support initiatives that foster a culture of inclusion. Challenge biased behaviour when you witness it, and be an ally to marginalised colleagues.

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