

Inclusion Infusion - Understanding Unconscious Bias

While it isn't easy and often feels uncomfortable, learning to recognize unconscious biases within us is a critical step in becoming a more welcoming organization. Attitudes and perceptions we are unaware of may lead us to make choices that unintentionally exclude others.

Fortunately, once we understand how subconscious notions impact our actions, behaviors, and decision-making, we can start to foster a more inclusive, welcoming, and productive environment.

Only when we confront our biases are we able to truly recognize the value diversity brings to an organization like AAUW. It's important for our continued growth and sustainability as an organization to make a planned effort to be inclusive and create spaces where everyone feels welcome.



Waking Up White, by Debby Irving is a good place to start learning more about yourself and unconscious bias. By sharing her sometimes cringe-worthy struggle to understand racism and racial tensions, she offers a fresh perspective on bias, stereotypes, manners, and tolerance.