



# DRIVE

Diversity, Representation and Inclusion for Value in Education

[www.umassmed.edu/DRIVE](http://www.umassmed.edu/DRIVE)

## Systems Practice Guide: Countering Our Own Implicit Biases

### Background/Rationale

- We all have biases; some we hold consciously (explicit biases) and others we are not aware of (unconscious or implicit bias).
- You can recognize your own implicit biases and take actions to mitigate their effects on others.
- Learners may recognize our implicit biases, or experience them as microaggressions, which impede learning and the open exchange of ideas.
- Take the DRIVE Bias [Independent Learning Module](#) to learn more.

**Learn to Recognize Implicit Biases** – pay attention to whose voices you find most credible. Take note of people you confuse with one another. Learners and others may tell you about biases they see in you or provide this as written feedback.

**Actively challenge yourself** – Approach knowledge of your bias as an opportunity to mitigate the impact. Reflect on what you do and say that expresses bias. Commit to change, recognize that improvement takes time and is an iterative process.

**Implicit Bias doesn't make you a bad person** – Everyone has implicit bias -- it is shaped by our experiences, background and upbringing. Recognizing our own biases and acting to reduce their negative impact on others is important to an inclusive learning environment.

**Use Resources** – You are not alone – written resources, peers, DRIVE mentors can support your growth and share techniques for countering bias.



Questions? Support? Suggestions for improvement?  
Contact [drive@umassmed.edu](mailto:drive@umassmed.edu) or use the QR code to share compliments and concerns

For additional resources visit: [www.umassmed.edu/DRIVE](http://www.umassmed.edu/DRIVE)



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