



# CAPACITYCANADA

## Biases Questionnaire

Rate your comfort level with the following...

*(1 = deeply uncomfortable; 5 = very comfortable)*

Biases exist

1                                  2                                  3                                  4                                  5

Having biases is part of being human.

1                                  2                                  3                                  4                                  5

I am human, so I have biases.

1                                  2                                  3                                  4                                  5

Some of my biases include...

I keep a look-out for my biases. I know that they “show up” when...





**CAPACITYCANADA**

I respond by...

Managing biases and assumptions begins by acknowledging that we have them. Not judging ourselves or others is so important. We must be cognizant of our own biases and explore them. We can explore our biases by educating ourselves, both through diversity training as well as reading up on issues that show up in your bias areas. It's also a good idea to research studies or projects about implicit bias and engage with them. [Project Implicit](https://implicit.harvard.edu/implicit/takeatest.html) is a great place to start. (<https://implicit.harvard.edu/implicit/takeatest.html>)

We can respond to bias by practicing mindfulness and being present. We can talk to others about bias and ask for support. We must be courageous and vulnerable; exposing ourselves to things that make us uncomfortable will help. Go easy and check in with yourself often!