

Putting Racism on the Table

Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table* series with your colleagues and to then use these discussion questions to facilitate conversation and action. For more information and links to the videos, visit www.washingtongrantmakers.org.



Session Three

Topic: Implicit Bias

Speaker: Julie Nelson

Director of the Government Alliance on Race & Equity, Haas Institute for a Fair and Inclusive Society

- Julie gave several examples of explicit versus implicit bias. With implicit bias expressed indirectly through the subconscious, people don't often recognize that they have a bias. What implicit biases can you identify that exist within your organization and/or within your grantmaking, hiring, and/or other policies?
- When an implicit bias is identified, what steps can you take individually or institutionally to stop the implicit bias from continuing? What steps can you take to prevent implicit biases from resurfacing?
- Julie states that suppressing or denying biased thoughts can actually increase prejudice, rather than eradicate it. Have you ever said or heard someone else say, "I don't have bias" or "I don't see color?" What might you say to someone in response to a statement like this that would provide the opportunity for intervention?
- Julie states that if we can't talk about implicit bias, we can't develop strategies to get to good outcomes. What are some things that you can do to normalize conversations about race, and how can you create a sense of urgency to make these conversations a priority in your organization?
- Julie references that when systems or structures are not working, they are broken for all of us. What are some ways that you can create policies and procedures that can address racial inequity?

While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.