

# Your suggested strategies for combatting implicit bias

- More exposure to outgroups
- Blind grading
- Calling out other's implicit bias, when safe
- Use diverse examples of Earth scientists and pronouns when teaching (lectures, assignments, etc.)
- Blind job searches (although this may be tricky and may decrease ability to identify members of underrepresented groups who you might want to hire)
- Awareness training: mandatory workshops for faculty/graduate students/etc. with external facilitator
- Anonymous surveys
- Have an active discussion on the reality of biases (with other faculty, students, etc.)
- Model positive ways of interacting with people who have different perspectives and biases
- Encourage students to discuss any concerns/issues with faculty (or someone else if that's not comfortable for the students)
- Invite alumni guests who can serve as role models
- Have a list of where alumni go
- Engineer groups so that people are outside of their comfort zones
- On review panels, use appreciative inquiry
- Make sure you are careful about name pronunciation
- Be aware of societal issues that impact students (e.g., Black Lives Matter)