

# BIAS BUSTERS

## Strategies for Disrupting Bias

# A

ADDRESS  
THE BIAS

### I-Statements

- Use I-Statements to express how the comment/behavior made you feel and the impact it had on you.
- "I felt X (feelings), when you said or did Y (comment or behavior), and it Z (describe the impact on you)..."

### Clarifying Questions

- A strategic question lowers defenses and avoids "yes" or "no" answers. This allows important questions to be considered, which can lead to a shift in perspective.
- E.g. "What do you mean by...?"
- E.g. "Have you considered the impact on...?"
- E.g. "How would it feel to hear that about a loved one?"

### Go Back, Then Act

- It's okay to take time to digest what happened in order to know how to respond. Take time, think it over, then go back and act.

# L

LOWER  
TENSIONS

### Distract

- Divert attention away from the bias behavior to de-escalate a situation.
- E.g. Change the topic: Ask for the time, talk about class, discuss evening/weekend plans.

### Humor

- Use humor to deflect the bias behavior but don't undermine what you say.

### Silent Stare

- Use an intentional non-response or disapproving look to demonstrate that you do not support the bias experienced or witnessed.

# L

LEAN IN

### Check-In

- Show concern for the person impacted by asking how they are doing and wait for an answer.

### Listen Closely

- Leave preconceived notions of the situation behind and actively listen to the person sharing about the bias incident.

### Acknowledge & Accept

- Be careful not to tell someone how to feel. Believe what the person shared by accepting their experience as true.
- Make the person feel that their concerns are valid and avoid dismissing or minimizing their reality.

### Be an Ally

- Take a stand to promote inclusion in the UM community and disrupt bias that you experience or witness happening to others.

# I

IMPACT

### Impact versus Intent

- Remember that some behaviors may be well-intended, but they can still have a hurtful, negative impact on the person/groups. Focus on how they have been impacted more than the intent behind the actions.

### Apologize

- Offering an apology acknowledges the hurt and impact the bias behavior has caused.

### Carry Lesson Forward

- Apply what you learned to future experiences to prevent bias behavior and share your lessons with others.

# N

NAME  
RESOURCES

- **Report Bias** at [BERT.olemiss.edu](http://BERT.olemiss.edu).
- **Call Campus Police** at (662) 915-7234 if you feel unsafe.
- **Seek Support** from faculty/staff, Counseling Center, peers, family.



THE UNIVERSITY OF  
MISSISSIPPI

Bias Education and  
Response Team

Report bias at [bert.olemiss.edu](http://bert.olemiss.edu)