

The key messages of this training are

- **We all have biases, and they are hard to deal with**

- Our framework invites you to think about different ways you can address bias, and different types of anti-bias strategy. Specifically, anti-bias strategies can be divided by their effect:

**Mitigate** against bias (but leave the bias intact)

**Insulate** from the effects of bias, removing the possibility of it occurring

**Remove** the bias, usually in the longer term

We can also divide anti-bias strategies by who their primary target is:

**Personal** - strategies which aim to change an individual's thoughts or behaviour

**Interpersonal** - strategies which target interactions between two or more people

**Institutional** - strategies which target the norms and regulations of the whole institution

Putting this together we get...

A 3x3 model

	Mitigate	Insulate	Remove
Personal			
Interpersonal			
Institutional			

- Finally, **addressing bias should be thought of as like a diet**. A single healthy meal won't make you healthy, it is only by committing to healthy eating that you'll stay healthy. In this context, only by committing to intentionally dealing with bias in the long term will you combat bias. Like diet, individual changes can only be so effective - really **collective and institutional changes** are needed to support individuals.

For further resources, ideas or to provide feedback, please get in touch

**Tom Stafford, [t.stafford@sheffield.ac.uk](mailto:t.stafford@sheffield.ac.uk)**