Don’t Let Unconscious Bias Reduce your Grantmaking Effectiveness

MCF Conference 2020

Shared Commitments:

• Ask questions and tell team what I find

• Address my bias against heavy people, especially those in professional capacities, like a heavy physical therapist

• Take Harvard assessment re: unconscious bias

• Educate myself on the cultures and values of Middle Eastern communities

• I am committed to fulfilling activity: the four steps of addressing unconscious bias

• Look up Harvard tests online; pay attention to my unconscious bias during interview process

• I will pay more attention to how unconscious bias might show up in grant review conversations

• Put myself in uncomfortable places/scenarios

• Staff and I will take Harvard assessments