



## Implicit Bias Resource Sheet

Implicit bias refers to all of the internalized beliefs that affect our decisions in an unconscious manner.

Are you struggling to begin a conversation on implicit bias? NAFCM has some starting points for you.

Some of our past webinars have addressed implicit bias:

- [Don't Call Me Honey: Bias Embedded in Our Culture and Center](#)
  - This webinar explores biases about the aging population and how these attitudes or stereotypes can affect mediation.
- [Neighbors and Police Together: Creating a Conflict Resolution Co-Training from the Ground-Up](#) and [Creating and Sustaining a Successful Community Mediation Program](#)
  - These webinars, while not solely about implicit bias, talk about ways to integrate community members and stakeholders into dispute resolution processes to create more equitable and accessible spaces.
- [Ethical Communication](#)
  - Like the above webinar, this is not specifically focused on "implicit bias." However, many of the skills and techniques introduced in this webinar could help mitigate the inevitable biases within each of us.
- Additionally, keep an eye out for one of our upcoming webinars in the 2018-2019 series which will focus on the topic of implicit bias. This webinar is tentatively scheduled to take place February 14, 2019 and will be presented by Dr. Erik Girvan.

Some of the Basic Mediation Training manuals in the [NAFCM Clearinghouse](#) touch on implicit bias and cultural differences:

- [East Metro Mediation's Mediation Manual](#)
- [Dispute Resolution Center Manual](#)
- [The Mediation Process Trainee's Manual](#)

Additionally, here are a few articles from our partners at Mediate.com that may be helpful:

- [Conscious and Unconscious Thinking in Mediators](#)
- [Thoughts on Gender Bias in Co-Parenting Mediation](#)
- [Understanding Our Own Biases](#)