

***Beyond Bias***  
***How We Think, Talk and Act on Race and Difference***

Improved Decision-Making: Creating Pause Moments in Decision-Making  
and Removing Ambiguity and Discretion that Can Lead to Bias

**Checklist Exercise**

**Scenario # 1 – Before new stewards are selected/elected – and in order to increase racial and/or gender diversity – the Local or Council will ask the following questions or take the following steps:**

Question/Step # 1 --

Question/Step # 2 --

Question/Step # 3 --

Question/Step # 4 --

**Scenario # 2 – BEFORE the agency/company/organization shifts from gender- specific bathrooms to gender-neutral (or “gender liberated”) bathrooms, leadership and/or staff will ask the following questions.**

Question # 1 –

Question # 2 –

Question # 3 –

Question # 4 --