

We All Have A Part To Play In Recognizing Biases



What is the impact of bias?

Biases can lead to exclusive behaviors such as: judging team members because of their gender, appearance, and age, and the use of any slurs.

3 Steps for Overcoming Unconscious Bias

- 1. Be Aware:** Notice your first thoughts when you interact with others.
- 2. Challenge Yourself:** Ask, "Are these thoughts appropriate or harmful?"
- 3. Change Perspective:** Be open to new ways of thinking and changing your mind.



At ABM, everyone deserves fair and inclusive treatment from their fellow Team Members.