Ask yourselves the following questions during the hiring process to help prevent unconscious biases

- **Normative Bias**
  - Am I rejecting a valid way of demonstrating knowledge just because it is new to me?

- **Performance Bias**
  - Am I making assumptions about merit because the applicant is in a dominant group?

- **Confirmation Bias**
  - Am I assuming that the applicant is not qualified and then looking for evidence to support this conclusion?

- **Performance-Attribution Bias**
  - Am I assuming that this applicant is part of the job process because of special measures rather than merit?

- **Likeability Trade Off**
  - Am I looking for a 'friend' or for a professional who meets job expectations?

- **Maternal Bias & Debasement Filter**
  - Am I questioning the applicant's interest/investment in this role based on their personal identity?