

Tips for Addressing Bias

1. Address organizational culture
 - Review training and outreach materials — are they inclusive of incarcerated survivors?
 - Look at mission/vision/values — are they inclusive of incarcerated survivors?
 - Look at recruitment and interview materials — are they inclusive of incarcerated survivors?
2. Start the conversation
 - Use the Readiness Assessment tool with your advocacy team or whole organization — how ready are you?
 - Identify internal barriers — what is getting in the way?
 - Address training needs — what does your team need to feel capable and confident?
 - Connect with community partners — who is already serving incarcerated people?
3. Create change
 - Take deep breaths — unlearning bias is a slow but crucial process
 - Set clear expectations — include serving incarcerated survivors as part of your mission when recruiting and interviewing new staff and volunteers
 - Incorporate all survivors in your work — ensure all direct services staff are able to provide services to incarcerated survivors
 - Confront discomfort — have the difficult conversations necessary to create growth, but ensure safety by withholding judgment

