

OVERCOMING BIAS

Building Authentic Relationships Across Differences

EVERYBODY'S BIASED—EVEN NICE PEOPLE LIKE YOU.

We all harbor unconscious assumptions about those who are different from us that get in the way of our good intentions and keep us from working together harmoniously and effectively. In an increasingly diverse and globalized world, what does respecting difference actually require?

The authors of *Overcoming Bias* argue we need to focus our energy on identifying our deeply personal points of privilege and preference. Becoming aware of these hidden biases and learning how they arise from our histories, and cloud our perceptions, enables us to make genuine connections with others who aren't like us. Forging authentic relationships across differences such as race, religion, sex, ethnicity, sexual orientation, education, socioeconomic class, and ability will ultimately help us break down social barriers and enrich our lives.

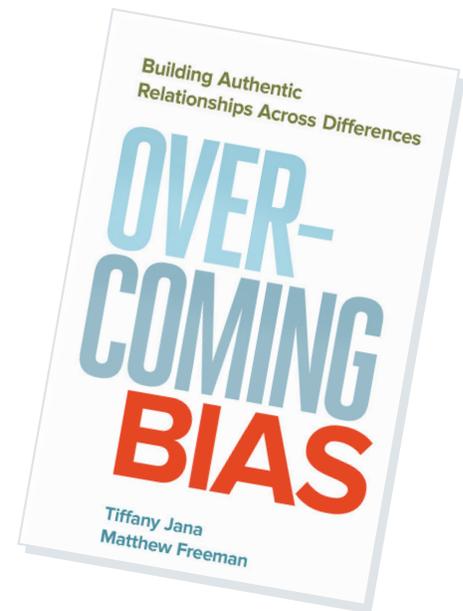
Overcoming Bias uses vivid stories and fun (yes, fun!) exercises and activities to help us challenge our presuppositions and become open to encountering people, cultures, and ideas outside our comfort zones. This book will provide you with everything you need to understand bias, talk about it with increased fluency, and control and conquer it. Jana and Freeman's central message is that you are not the problem—you are the solution.

ABOUT THE AUTHOR

TIFFANY JANA is the founder and CEO of TMI Portfolio, a collection of socially responsible and interconnected companies working to advance more culturally inclusive and equitable workforces. TMI Portfolio's consulting arm, TMI Consulting is a Certified Benefit Corporation and 2016 Best for the World Honoree. Dr. Jana is an international public speaker, and has appeared on stages in the United States, Spain, Germany and Hong Kong. Dr. Jana won the 2017 Enterprising Women of the Year from Enterprising Women Magazine, Diversity Journal's Women Worth Watching Award, and was recently named one of the Top 100 Leadership Speakers for 2018 on Inc.com. Dr. Jana has been featured in *Forbes*, *Psychology Today*, *Huffington Post*, *MarketWatch* and *Fast Company*. In addition to two books on bias, Dr. Jana co-authored the 2nd Edition of the *B Corp Handbook*.

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Overcoming Bias is for people who want to understand unconscious bias better and take action to help themselves or other people around them. Use the *Overcoming Bias Book Club Kit* to start your own book club today and experience:

- Increased empathy for diverse and inclusive perspectives
- Improved communication skills across demographic differences
- Access to inclusion tools and skills
- Improved sense of workplace and community engagement