

Bias Awareness in Peer Support



Bias

Bias refers to opinions and stereotypes that influence our attitudes and behaviours towards certain groups of people. It is often a result of our experiences, education, and exposure to societal messages and can influence our interactions with others in areas we may not even be aware of

Types of Bias in Peer Mentoring Relationships

Confirmation Bias

A tendency to seek and interpret information in a way that confirms pre-existing beliefs or hypotheses



Neurodiversity Bias

This bias happens when people believe that certain differences in how people's brains work are not normal or problematic

Racial Bias

This bias reflects prejudicial views towards one or more ethnocultural groups, assuming everyone has the same needs and experiences, regardless of their ethnocultural background

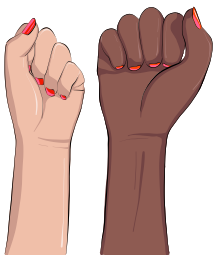


The Impact of Bias on Mentoring

- Impacts both the peer supporter and the support recipient
- Leads to making unfair and unjust conclusions and decisions, potentially limiting the opportunities of others, including people from equity-seeking groups
- Impacts the matching of peer supporters and support recipients, the type of support provided and the opportunities available to them



Strategies for Mitigating Bias in Peer Relationships



- Self-awareness
- Education
- Seek feedback
- Be mindful of decision-making
- Be open to change
- Continually evaluate the mentoring process



Important to remember

It is important for support providers to understand their own positionality, standpoints, and their place in society regarding power and privilege, especially when engaging with others. This helps to be mindful of the unequal power dynamic that might exist between people