



DEI

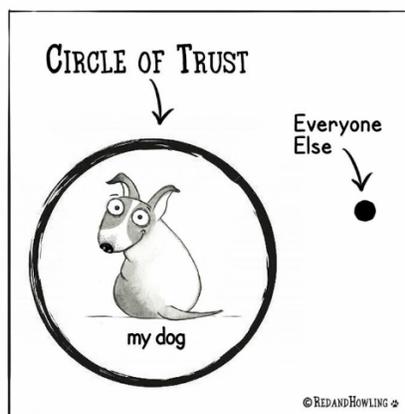
DIVERSITY, EQUITY,
AND INCLUSION



Bias

***Make sure Guidelines for Interaction are established prior to any DEI discussion. ***

ACTIVITY: Circle of Trust



Who is in your circle?

Activity Type: The Circle of Trust

Note: Please say anything in **bold** verbatim. The activity and script below will help facilitate a lasting discussion between you and your team. Remember, you do not need to provide answers to any questions. Simply follow the script and help initiate an impactful conversation.

Activity Instructions:

1. In this exercise, participants are instructed to write down in a column on the left-hand side of a blank piece of paper the initials of six to ten people whom they trust the most who are not family members.
2. As the facilitator, once they have completed the task, read out some diversity dimensions including gender, nationality, native language, age, race/ ethnicity, professional background, and religion. You could say, "Now that everyone has their list, I'm going to read some words often associated with diversity. For example, when I say "gender" place a tick mark next to anyone on your list that is the same gender as you. When I say "age" place a tick mark next to anyone on your list that is in the same age bracket as you. For this, the categories are youth, middle aged, elderly."
3. Participants continue to place tick marks as you continue down the list.
4. Facilitate a group discussion with your teammates. Begin with asking your teammates to **explain what they saw or noticed with the activity**. You may also prompt your teammates with questions that include:
 - **Looking at your inner circle, what makes you trust the individuals in it?** With this question, you are looking for answers such as "They are who I am most comfortable with" or "They are most like me, personality wise." An appropriate answer to this would be **"So you can relate most with them? Good observation."**
 - **How many of you find your circle to be diverse?** If more than 25% of your group raises their hand, that is pretty good!



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- **Of those who did not have a diverse circle, did this activity help you to realize anything about yourself?** Appropriate responses to these answers would be: **“Great observation.” Or “Interesting analysis.”**

Once you have finished asking for the audience to participate, begin your wrap up.

Say: **“Those were all great answers! Thank you for those who shared. This activity relates to bias and unconscious bias, but more specifically to affinity bias. Affinity bias, by definition, is a tendency or preference for people like ourselves. Studies show that, in general, people extend not only greater trust, but also greater positive regard, cooperation, and empathy to ingroup members compared with outgroup members. This preference for people like ourselves is largely instinctive and unconscious, hence an unconscious bias.”**

LESSON SCRIPT – Bias and Unconscious Bias

Introducing Bias: **Everyone here is a diverse, unique individual with different experiences, perspectives, and personalities. These things shape who we are and what we believe.**

Our different experiences, perspectives, and personalities help us make quick decisions about everything around us. Sometimes these quick decisions make us assume certain things about other people, places, or things.

- **Bias – A judgement based on a personal point of view or experience.**
- **Bias can also be described as “the stories we make up about people before we know who they are.”**

It’s important to note that everyone has bias and, in some cases, we may not even realize that our bias comes out when we are making quick decision. For example, think of what you would do if a teammate was about to throw a cap of full water at you. Your first reaction would (probably) be to jump out of the way.

These kind of reactions or thoughts are made by our automatic, or unconscious, mind. Often, they are driven by our past interactions and experiences - You may have had a cap full of water thrown at you in the past, so you know now to automatically jump out of the way when you see it happening again. Sometimes, because of our past interactions and experiences, we may also form unconscious preferences for certain people or groups of people. This is known as:

- **Unconscious Bias – Unintended people preferences formed by our interactions and experiences.**

Lesson Wrap Up: Think for the Future

In summary, something for you to think about is:

Our past experiences, judgements, perspectives, and personalities make us who we are. But they can also lead to us to develop judgements and preferences for or about people, places, or things that surround us.

Think about trying to slow down your decision making, reconsider your reasons for deciding, and aim to find commonalities between groups of people.