

We all bring our own biases to the workplace. These biases are shaped by our life experiences and ultimately shape many of the decisions we make on a day-to-day basis. This practice asks you to take time to reflect on what we learned about difference and how that has become part of our worldview. Be specific – this exercise can be done multiple times with different dimensions of diversity.

Reflection Questions:

- How did you feel about this? Was it easy or difficult?
- What did you notice or learn from the messages you received?
- Which of these messages was more often reinforced? How? By whom?
- How does this compare to what you learned about [insert your specific dimension of diversity that parallels what you focused on]. For example if you are doing Blackness, what did you by comparison learn about your Whiteness or Brownness?
- What did you learn from doing this?
- What are your key takeaways?

Early memories you have of learning POSITIVE things about [insert dimension of diversity] (from family, media, friends, teachers, etc.)	Early/first memories you have of learning NEGATIVE things about [insert dimension of diversity] (from family, media, friends, teachers, etc.)