

# 1

## CONTEXT

Team members are discussing how to redistribute tasks when a colleague goes on maternity leave.

*Susan: I don't mind taking this on until Beth gets back.*

*Mike: Well, I think you should get used to doing it because even when Beth gets back, I doubt she'll be performing at the same level after having a baby.*

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might Susan respond to Mike?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 2

## CONTEXT

A small committee is brainstorming some ideas for a team-building activity.

*Lina: How about a 3-legged race?!*

*Alex: Oooh, that's a good idea! Or let's bring in one of those adjustable basketball goals and do a dunking contest!*

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might another colleague respond to Lina and Alex?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 3

## CONTEXT

Two colleagues, who are in their late 30s and in management roles, are in a meeting discussing who on staff they want to ask to lead an upcoming new project.

Jennifer: Noah has been asking to take on more responsibility. Why don't we assign this to him?

Mike: What? No way. He, like, just graduated. We need a grownup to do it.

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might Jennifer respond to Mike?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 4

## CONTEXT

Two colleagues, who are in their late 30s and in management roles, are meeting to determine who on staff they'll ask to lead an upcoming new project. The colleague they are referencing, Barbara, is in her late 50s.

Emma: Barbara expressed interest in this project. Why don't we assign this to her?

Jake: Oh, I'm not sure that's a good idea. There's a huge technology component to this and the learning curve might be too steep for her.

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might Emma respond to Jake?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 5

## CONTEXT

A director is meeting with his assistant about his schedule for the next couple of months.

*Kevin (assistant): We're going to have an official presence at next month's Pride parade. The planning committee has asked if you can attend.*

*Michael (director): I'm really glad to hear we're having a presence this year. So important! I probably won't go, though. It doesn't really have anything to do with me.*

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might Kevin respond to Michael?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 6

## CONTEXT

Plans are being put into place for a return to in-person work. The leadership team is reviewing anonymous staff surveys addressing employee questions and concerns.

*Sara: We have received a few questions about whether the office will have either single-stall or gender-neutral restrooms.*

*Gina: I don't think that's going to be possible. We don't really have the budget or time to make such a huge change like that.*

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might Sara respond to Gina?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 7

## CONTEXT

Your new manager keeps confusing two African American colleagues. After the third time of no one correcting him...

*Tim [looking at and intending to address Lenny]: Andre, did you get that chart ready that we talked about?*

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might another colleague approach this issue with Tim?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?

# 8

## CONTEXT

During a division meeting, colleagues are discussing the lack of racial diversity on the leadership team.

*Derek: We need to do a better job of recruiting more people of color to these leadership positions.*

*Susan: Yeah, but we can't sacrifice skills and experience. We need to find the best PERSON for the job. Besides, people of color haven't been applying.*

## QUESTIONS

1. What type of bias is showing up in this scenario?
2. What could be the impact of this type of bias?
3. How might Derek respond to Susan?
4. Do you already have policies and/or practices in place that address this type of bias? If so, how are they working? If not, what could be put in place?