

Assessment: Hidden Biases

Part I

This is a quick exercise. Compare and contrast the following phrases. Think about how you classify people. Below each phrase, write whatever comes to mind. Be honest with yourself. Nobody will see this but you.

Someone who has a pet cat	Someone who has a pet dog	Someone who has a pet snake
40-year-old unmarried woman	40-year-old unmarried man	40-year-old family man
Likes classical music	Likes country music	Likes rap music
Lives in the city	Lives on a farm	Lives in the suburbs
Male nurse	Female CEO	Transgender hotel manager

Look at your responses. Circle the boxes which have negative associations or connotations. They may indicate a hidden bias.

Assessment: Hidden Biases

Read and consider each phrase below. Don't spend time thinking about the statement; go with your quick reaction. There is no right or wrong. Be honest with yourself. Nobody will see this but you.

True or False	When I am selecting a doctor or dentist, I try to find a name that sounds <u>Czech</u> _____
True or False	I believe women are better with children than men.
True or False	When I am in a hurry, I choose the line with the younger cashier.
True or False	I think people who identify LGBTQ+ are so consumed with being treated as equals, they lose sight of everything else.
True or False	I think people who are overweight are lazy. Otherwise, they would get healthy.
True or False	I think devout Christians are judgmental. They certainly don't support diversity and inclusion.
True or False	Older people are old-fashioned and don't want to keep up with the times.
True or False	I think men are better decision-makers. Women allow their emotions to cloud their thinking.
True or False	When I see rowdy <u>hockey</u> fans shirtless and with painted faces, I think they are of average intelligence, or less.
True or False	<p>When I am walking alone and I see a person cross to my side of the street, I consider my safety.</p> <p>Does my response change depending on:</p> <ul style="list-style-type: none"> • How the person is dressed Yes or No • Whether the person has tattoos and piercings Yes or No • How old the person is Yes or No • The person's ethnicity or race Yes or No • Whether the person speaks to you or looks at you Yes or No • Whether the person is female Yes or No

1. **Frame your bias.** Look at your responses from Part I and Part II. What assumptions, generalizations, or stereotypes did you make? What classifications or judgments did you make? **Select one or two biases that you uncovered.**

My responses suggest that I may have a bias against:

1) _____

2) _____

2. **Challenge your bias.** Stereotypes and generalizations drive bias. Consider how each stereotype stands up against your values and the people you know.

Is there room to admit that there are some people that do not fit in the bias box you have created?

Can you commit to opening your mind to challenge the biases you've uncovered?

3. **Set your bias aside.** Can you commit to setting these biases aside?

How will you do so?

This complimentary activity provided courtesy of Media Partners.
For training on this topic, we recommend our excellent new training program,
["How Was Your Day?" Getting Real About Bias, Inclusion, Harassment and Bullying](#)



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