

Lesson 10: Unconscious Bias

 **Opening Thought:** Unconscious bias happens automatically in everyone's brain. It's not about being a "bad person" — it's about how our brains take shortcuts based on stereotypes, past experiences, and cultural messages.

- Everyone has unconscious bias. You can't *not* have it.
- The key is to *become aware of it* so it doesn't quietly drive your decisions.

Activity: Spot the Hidden Bias

Think about your workplace. Where might unconscious bias show up? Check all that apply:

- Who gets promoted most often?
- Who gets interrupted in meetings?
- Who is asked to take notes or do admin work?
- Who is seen as "leadership material"?
- Who gets the newest tools, trucks, or equipment?
- Who gets the benefit of the doubt when mistakes happen?
- Who gets included in after-work events or informal networks?
- Who gets to speak for the group or represent the team?
- Other: _____



 **Case Example:** A manager consistently calls on the same people for input during meetings without realizing it.

- What unconscious bias might be at play?
- How could this unintentionally exclude others?

Discussion Questions

- Why is unconscious bias harder to identify than conscious bias?
- How can awareness training and feedback help reduce unconscious bias?
- What systems (hiring, promotions, decision-making) need bias checks built in?

Action Step

 One way I will challenge unconscious bias in myself or my team is: