

## Lesson 12: Biased Behavior at Work

💡 **Opening Thought:** It's not about what you meant — it's about the impact your behavior has on others.

📝 **Reflection:** Think about a time when you witnessed or experienced biased behavior at work.

- What happened?
- How did it make the person on the receiving end feel?
- How did intent differ from impact?

📌 **Activity: Behavior Swap** Think about how biased behavior shows up at work. For each example, write a more inclusive alternative.

Biased Behavior	Inclusive Alternative
Calling a woman "sweetheart"	_____
Assigning admin tasks to the same person	_____
Ignoring quieter voices in meetings	_____

📖 **Case Example:** A supervisor assumes that employees without children are always available to work late and schedules them for extra overtime.

- What might the intent be?
- What is the actual impact on those employees?
- How could scheduling be handled more fairly?

💬 **Discussion Questions**

- Why do people often defend behavior by focusing on intent?
- How can workplaces shift the focus to impact instead?
- What's one small behavior that, if changed, would improve inclusivity on your team?

### Action Step

☀️ One way I will pay attention to the impact of my behavior at work is: