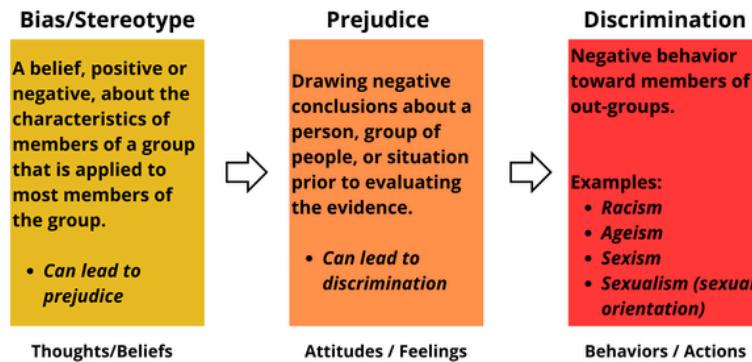


## Lesson 13: Discrimination & Prejudice

**💡 Opening Thought:** Bias becomes prejudice when it hardens into belief — and it becomes discrimination when acted out in behavior or decisions.



**📌 Activity: Escalation Stories** Bias can start as a thought, harden into prejudice, and escalate into discrimination. Your task: Start with a stereotype or biased thought you've heard before. Then, write how it could progress through the flow.

- Bias (thoughts): \_\_\_\_\_
- Prejudice (feeling): \_\_\_\_\_
- Discrimination (behavior): \_\_\_\_\_

**Example: Bias:** "Immigrant workers don't speak English well." **➡ Prejudice:** "They can't communicate with clients." **➡ Discrimination:** "We won't put them in client-facing roles."

**💻 Case Example:** Resumes with "white-sounding" names receive more callbacks than equally qualified resumes with names perceived as Black, Hispanic, or Asian.

- What prejudice is influencing this?
- How does it block opportunity before someone even enters the workplace?
- What hiring practices could prevent this?

### 💬 Discussion Questions

- Why is discrimination often harder to see when it's subtle?
- What systems at work could unintentionally allow prejudice to shape decisions (hiring, promotions, discipline)?
- How can leaders and peers step in when they witness discriminatory behavior?

### 🌟 Action Step

One way I will challenge prejudice or discrimination when I see it is: