

## Lesson 4: Common Social Group Characteristics

### 📌 **Activity Step 1: Pick Your Groups**

Circle 2–3 social groups that are most important to how you show up at work:

**Age • Gender • Race/Ethnicity • Language • Religion • Ability • Profession • Education • Other \_\_\_\_\_**

### 📝 **Step 2: Reflect**

For each group you chose, answer the following:

- How does this group shape my experience at work?
- Does this group give me advantages (privilege, access, ease)?
- Does this group create challenges (barriers, stereotypes, exclusion)?

### 👥 **Step 3: Pair & Share (Optional)**

Talk with a partner:

- Which groups did you choose?
  - Did anything surprise you about your reflection?
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📖 **Case Example:** A team where most leaders come from the same social group may overlook different perspectives.

- How could this affect decision-making?
- What would help create balance?

### **Action Step**

☀️ One way I can be mindful of social groups at work is: