


## Lesson 9: Conscious Bias

 **Opening Thought:** Conscious bias stems from beliefs we are aware of — and they influence how we act.

### **Reflection**

Think about a time when you noticed conscious bias in action (yours or someone else's).

- What happened?
- What belief was behind it?
- What impact did it have?


### **Activity: Finish the Sentence**

Finish these sentences in a way you've actually heard them (or could imagine someone saying them):

- "Older workers can't \_\_\_\_\_."
- "Women aren't good at \_\_\_\_\_."
- "People from [insert group] \_\_\_\_\_ are always \_\_\_\_\_."

### **Then answer:**

- What belief is behind this statement?
- What impact could it have in the workplace?
- How could it be reframed into an inclusive belief?

 **Case Example:** A hiring manager believes younger workers are more tech-savvy and skips over qualified older candidates.

- What bias is influencing this choice?
- What's the risk for the organization?
- How could the decision be reframed more inclusively?

### **Action Step**

 One way I will challenge my own conscious biases this week is: