

How to Break Down Biases to Build Relationships

Before You Start the Course

This course covers some very serious topics. It's important to come with an open mind and be prepared to provide honest answers. The issues covered and discussed in this course can not be solved in one day, but they must be addressed for your association to be a truly inclusive environment.



Biases and Stereotypes

What results surprised you the most from the Implicit Association Test?

Has anyone ever voiced a bias or stereotype towards you? How did that make you feel?

What boundaries can you set in your association so biases are not a norm?

What action steps can you personally take to work towards creating an inclusive association?

Unconscious/Implicit Bias Reflection Questions

Because implicit biases are subconscious, they can be hard to spot. These reflection questions can help you recognize areas of bias and how they might affect your relationships with others.

Have you ever avoided sitting next to someone in public based on how you perceived their physical appearance (race, weight or ability)?

Have you ever made jokes based on the perceived value of someone's race, gender or ability?

Have you ever specifically referred to someone's race or gender when it wasn't necessarily relevant (such as "the woman doctor" or "the Asian cashier")?

Racism

Have you ever experienced racism in the workplace? If so, how did that make you feel about your workspace? How did you react, and what was the result of that reaction?

What are some steps you can take to help combat racism within your association?

Microaggressions

What other training do you need from your association so that diversity, equity and inclusion are acted on consistently?

What are some personal steps you can take to overcome any biases or microaggressions that you might have?

Authenticity

Reflecting on Mike Robbins' Authenticity Equation: Honesty - Self-Righteousness + Vulnerability = Authenticity, why is it important to take self-righteousness out of this equation?

Is there any part of your whole self you haven't shared with your coworkers? What would they learn about you if you shared it?

Why is it important to bring your authentic self to your association?

About Sidecar

At Sidecar, we create the professional development tools a leader needs to grow their career and their purpose-driven membership organization. From interactive workshops to step-by-step courses, being a part of our community drives innovation and empowers you to be a change-maker wherever your career takes you. Learn more at SidecarGlobal.com!

