



Topic: Unconscious Bias

OBJECTIVE:

Use this discussion guide to assist in navigating dialogue during mentor/mentee meetings.

TOTAL TIME: ~30 MINUTES

Discussion Agenda: The following time standards have been set for this discussion:

Objective – 1 min

Concept Overview – 3 min

Activity Part 1 – 11 min

Activity Part 2 – 8 min

Personal Application – 7 min

WHAT DO YOU NEED?

Sheet of paper, 3x5 card, or something similar (If In-Person)

Post-It Notes

Digital Platform (WebEx, Zoom, etc.) [*if done remotely*]

FOSTERING BETTER RELATIONSHIPS A Discussion Guide for Mentors & Mentees

PREPPING FOR YOUR DISCUSSION

- Write out the following on a sheet of paper, 3x5 card, in your notebook, etc. in advance, for reference during your mentor/mentee conversation.

Page/Sheet #1

- *Things that have increased your sensitivity to the experience of others*
- *Situations that have heightened your awareness of bias*
- *Examples of taking an interest in learning more about other groups to challenge your own biases and,*
- *Examples of having more open or more frequent conversations with others around various dimensions of diversity*

Page/Sheet #2

- *How have your perceptions about people or situations changed?*
- *What changes have you made in the way you work with others?*

OBJECTIVE - 1 MIN

The purpose of this discussion is to explore unconscious bias in an effort to be more inclusive of people who are dissimilar to ourselves. The skill will aid in supporting mentor relationships. This discussion is an opportunity for the mentor and mentee to understand how to relate and be inclusive of one another.

CONCEPT OVERVIEW – 3 MIN

Mentor: Share an example of what you have prepared for the discussion as described in the pre-work (refer to Page/sheet #1)

ACTIVITY PART I – 11 MIN

Mentee: Take 1-2 minutes to reflect on the example shared, then take several minutes to prepare your own answers to the questions as described below.

- *Things that have increased your sensitivity to the experience of others*
- *Situations that have heightened your awareness of bias*
- *Examples of taking an interest in learning more about other groups to challenge your own biases and,*
- *Examples of having more open or more frequent conversations with others around various dimensions of diversity*

Mentee: Now take some time and write down answers to the questions below:

- What biases did you see playing out? – i.e. race, gender, communication, personality style, language, age/generation, tenure, etc.
- What new insights did you gain?

Now, take 5-7 minutes to share.

ACTIVITY PART 2 – 8 MIN

Mentor: Share an example of what you have prepared for the discussion as described in the pre-work (refer to Page/sheet #2)

Mentee: Now, because of the experience you just referenced in the previous activity, describe:

- *What changes have you made in the way you work with others?*
- *What has been the impact?*

Take 3-5 minutes to share.

Mentor: Take a moment to recognize the great examples of some of the thoughts, beliefs and behaviors that will foster great relationships across lines of difference and help to foster better relationships.

PERSONAL APPLICATION – 7 MIN

Mentee: Based on what you've heard or experienced today, take 1-2 minutes to identify a few things you might you start, stop, or keep doing to foster better relationships, and become even more inclusive in your interactions with others.

Write it in the chat box or on a post-it note/sheet of paper.

Share a few aloud.

CLOSING

Next Steps: Jointly agree on a day and time for your next meeting, as well as actions you want to take between now and then.