

SAMPLE DISCUSSION QUESTIONS FOR “Cultural Bias”

1. What kinds of bias do you think are most prevalent in our society?
2. Describe a situation where you have been the target of bias. Now talk about a time when you have been the perpetrator of bias.
3. Is there such a thing as a positive bias? Explain your position.
4. What are the sources or causes of bias?
5. How might you talk w/someone who feels that biases are ‘just a part of life?’ How about someone who thinks that ‘you don’t have to take it personally’ or ‘you should just get over it?’
6. What individual strategies have you learned or seen used to address bias?
7. What policies or practices have historically upheld institutionalized bias?
8. What progress is being made at dismantling sources of institutionalized bias? How can this serve as an example for changes you would like to see in your organization?
9. In what ways does bias limit us or restrict outcomes? Why might some view bias as a way to be more productive? What is the impact in each case – for the target group and the dominant group?
10. Talk about some examples of the benefits of becoming more self-aware about biases and what you would like to see done to reduce bias and its effects in your workplace.

Need support facilitating discussion around equity and cultural competency? Contact ReachOut for more information about our services and resources: info@reachoutfornewfutures.org.

Web Video: “Susan Boyle - Singer – Britain’s Got Talent 2009”

Web address: <http://www.youtube.com/watch?v=9lp0IWv8QZY>

Web Article: “Paranoia Pandemic”

Web address: <http://mediamatters.org/research/200904270037>