

Uncovering Hidden Biases Benefits and Facilitation Options

Objective: To examine covert racism.

Time required: 20 minutes for writing, 15 minutes for debrief.

Ideal size: Any size

Support Materials: Uncovering Hidden Biases handout

Recommended lead-in: “There are many ways in which racism affects us on a daily basis, but we often do not have or take the time to examine what is really going on for us. The following questions are designed to help us get to a different level of awareness. You will not have to share with the group, so please be as honest as possible.”

Key Instructions:

1. Pass out the handout.
2. Give participants time to consider and write their responses.
3. Bring the group back together for a debriefing discussion. During debrief ask participants to share how it was to do the exercise, stress that they do not have to share anything they wrote, unless they want to.

Uncovering Hidden Biases

1. What is threatening behavior to you?

2. When you are interacting with others of different races, what are your fears?

3. Why are you more comfortable talking to people of the same race as yourself?

4. Do you notice more rule violations by people of color? Why do you think that is?

5. Do you find that you change your tone of voice or mannerisms when you are speaking with people of color?

6. What would you do or say if someone called you racist?

7. Is there some “peculiar” thing that you think about any other group of people that you know is probably untrue, but you just can’t help it?

8. Do you avoid contact with people of color?

9. If you could ask one question of any person of a different race than yourself, what would it be?