

## Discussion Questions

1. What did you know about biases?
2. How do biases affect your life daily?
3. Are there tangible takeaways on bias? What did you learn about biases?
4. The author is hopeful that biases can be mitigated. What steps should be taken?

# Questions for Breakout Group 1

- A. Dr. Eberhardt writes that goal-driven repetitive practices can override the effects of bias. Other factors include the effect of personal connections, introducing objective standards, raising awareness, and sustained story-sharing. **What methods do you think are useful to recognize, address, and mitigate bias?**
- B. “Bias determines who gets to shine, who is allowed to stand out, who is lauded for being a ‘disrupter’ and who is sidelined for being disruptive,” Dr. Eberhardt writes. **Have you seen bias operate in this way? Discuss a scenario.**
- C. Dr. Eberhart states that many have argued the inclusion of positive role models of persons of color (Black) characters in **media** (p.41) with professional positions is a helpful way to mitigate bias. Part of her research states otherwise. **Discuss why she believes this may create more bias.**

## Questions for Breakout Group 2

- D. Dr. Eberhardt discusses how fear can be a “driver of bias...unleashing primal fears” from our youth. **What are your thoughts on the creation of bias based on fear?**
- E. Dr. Eberhardt states that the mistake we continue to make is thinking our work is done: “Companies want to check the boxes but not change their culture.” **What is the culture of your team or organization? How does—or could—your company demonstrate an ongoing commitment to changing to the impact of bias?**
- F. We all have many identities. Some of those are more visible, and some are invisible. What is one aspect of your identity or life that may be “invisible” to others? How do you think that identity affects your own bias or how others perceive you?

## Questions for Breakout Group 3

- G. The Next Door (p. 189) technology app inadvertently served as a tool for bias. **How was bias addressed by the app owners?**
- H. When people focus on not seeing color, they often fail to see discrimination and bias. **How does Dr. Eberhardt's research challenge a colorblind approach?**
- I. **"White is a sign of purity and Black is associated with darkness and unknown."** Dr. Eberhart asserts that these associations allow for "value judgements" based on skin color. **Do you agree or disagree and why?**