

## Exercise No. 2: Challenging Assumptions

1. Think of your colleagues who represent any of the following groups: *People of Color, Women, LGBTQIA+ Community, People with Disabilities, Indigenous People and Ethnic Minorities, Immigrants and Refugees, Veterans.* List them below.

1
2

2. What assumptions do you have about them regarding: *talent and abilities, professionalism, promotion, leading critical projects, leadership qualities, making company-level decisions, influencing others, trust, partnership, relationship, friendship, appearance, etc.?*

	Colleague (do not use colleague's real name)	Professionalism, talent, and abilities?	Worthy of promotion? (Y/N)	Can lead people and/or critical projects? (Y/N)	Can make company-level decisions? (Y/N)	Consider as a friend/partner? Do I trust them? (Y/N)
1						
2						

3. Where do these assumptions originate (e.g., your background, personal experiences, societal stereotypes, media, your cultural context, etc.)?

	Assumption	Origin of Assumption
1		
2		
3		
4		
5		

4. Are any of these assumptions biased? An assumption is likely biased if you make impressions, opinions, or conclusions about someone based on their identity characteristics (e.g., color of skin, nationality, gender, sexual orientation, etc.) and not their actual human or professional qualities, talent, and/or accomplishments.

	Assumption	Biased (Y/N)
1		
2		
3		
4		
5		

5. Try to identify which triggers activate your bias toward these individuals (e.g., gender, ethnicity, name, accent, hair type, height, weight, school/university attended, etc.).

	Biased Assumption	Trigger
1		
2		
3		

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6. What type of behavior do these triggers activate in you toward this colleague?

	Trigger	Reaction/Behavior
1		
2		
3		

7. How does this biased behavior impact your colleague (e.g., their socialization, well-being, belonging, self-realization, assessment, receiving actionable feedback, professional growth, recognition, etc.)?

	Biased Behavior	Impact on Colleague
1		
2		
3		

**Note:** Now that you are aware of these triggers, use them to alert you to the unconscious biased assumptions you hold and allow them to help you to modify and/or control your behavior toward your colleagues.