

Series 3 – Discussion Question

Unconscious Bias

1. What snap judgments have you made about someone recently—and what might your Bias Synapse or BiaSphere have to do with it?

- SG This question gets participants to dig into the *origin* of their reactions and reflect on whether they're operating from past pain, social conditioning, or fear.

2. When have you let one bad experience define how you see an entire group—and what would it take to rewrite that story?

This opens up dialogue about how quickly unconscious bias can turn into patterns of exclusion—and how we justify it.

3. What's one moment from your upbringing—family & friends, religion, schools, government or media (Biasphere)—that planted a bias you're still unlearning?

- SG Encourages people to trace their bias back to the source and start separating inherited beliefs from personal truth.

4. If your bias isn't your fault, why is it still your responsibility to change it?

- SG This frames the *ownership* piece—pushing past guilt and into action. You didn't ask for the bias, but you're accountable for what you do with it.

5. How often do you assume people want to be treated like *you* do—without asking how they actually experience respect?

Invites a deeper look at how we treat others: are we projecting our own preferences, or learning theirs?

6. Where in your life or work are you defaulting to comfort instead of being intentional about inclusion?

- SG Gets to the heart of *confronting BS*: doing what feels safe vs. what creates connection, innovation, and real growth.