

## Gauging Your Bias for Diversity

### Directions

This activity may be conducted individually or with a group. If individually, simply walk through the steps and give yourself the time and space to reflect on the questions identified below. If as a group, one person should take the lead to facilitate this exercise—preferably without participants knowing anything about it (the steps, the questions, etc). This exercise is particularly useful to conduct prior to a networking, interview, or selection process, but can be useful anytime.

Ask participants to ready a blank sheet of paper and a writing instrument, or ready a blank document on their computer. Then, walk them through the following directions, giving them approximately 20-30 seconds per step.

1. On your piece of paper, create a table with 10 rows and 8 columns.
2. In the first column, list the 5 most trusted people in your life, excluding family members. This list should include people you rely on, go to for advice, and can count on for support. If you are challenged to list five people, that's okay—stop where you need to.
3. Continuing in the first column, list the 5 people you admire most. This list should include people whom you respect, look up to, and seek to emulate in some way or another. Do not include anyone from your first list. If you are challenged to list five people, that's okay—stop where you need to.
4. Label the second column "Gender." Place an "X" in this column next to the name of each person whose gender you share.
5. Label the third column, "Race." Place an "X" in this column next to the name of each person whose race you share.
6. Label the fourth column "Age." Place an X in this column, next to the name of each person who is within 10 years of your age.
7. Label the fifth column "Education." Place an X in this column, next to the name of each person whose level of education you share.
8. Label the sixth column "Ability." Place an X in this column, next to the name of each person whose level of ability you share. (e.g., if you identify as a person with a disability, place an "X" next to each person who you believe also identifies this way).
9. Label the seventh column "sexual orientation." Place an X in this column, next to the name of each person whose sexual orientation you share.
10. Label the eighth column "location." Place an X in this column, next to the name of each person who primarily lives in the same general area as you (state, region, etc).

After participants have completed creating their tables, debrief the exercise. This exercise can stimulate some potent observations, so feel encouraged to create space and allow ideas to "sit" before moving on to the next. Potential reflection or debrief questions are included below.

### Reflection Questions

1. Tell me about your table (where are your most and least Xs?)
2. Was your table a surprise? Why or why not?
3. How does the diversity of your table impact you – positively and/or negatively?
4. Why does thinking of your network in this way matter?
5. What implications might this have for your fraternity experience?

Hopefully this exercise stimulated some interesting reflection for yourself or a group of people. While it is not always the case that further action is required, you are encouraged to think about how you can 'keep this conversation alive.' What step(s) can you take to ensure the next time you conduct this exercise, everyone feels as proud as possible about their results?