



Objective

This self-awareness exercise draws attention to similarities and differences in your close circle of influence impact how you experience the world—and how unconscious biases may be formed.

Duration: 20-45 minutes
(depending on group size)

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Unconscious Bias Activity: Who's In Your Circle?

Facilitator Instructions:

1. Provide participants with the attached worksheet.
2. Ask participants to quickly list the 10 most influential people in their lives (those they count on for advice and guidance) in the left-hand column.
3. Provide one trait at a time, allowing 15-20 seconds for participants to complete their form.
 - Marital Status (**MS**)
 - Race (**R**)
 - Gender Identity (**GI**)
 - Sexual Orientation (**SO**)
 - Age (**A**)
 - Ability/Disability (**A/D**)
 - Class (socio-economic) (**C**)
 - 1st Language (**L**)
 - Ethnicity (**E**)
4. Allow a few minutes of self-reflection
5. Create breakout groups/small discussion group for discussion (5-7 minutes)
6. Debrief the entire group with questions such as: (feel free to use your own conversation starters)
 - What did you notice that surprised you about your circle of influence?
 - How did revelations about your circle compare with others in your group?
 - If your group contains similar traits, how does that impact your life in a positive way?
 - If your group contains similar traits, how does that impact your life in a negative way?
 - If your group contains a diversity of traits, how does that impact your life in a positive way?
 - If your group contains a diversity of traits, how does that impact your life in a negative way?
 - What questions/feelings does this activity bring up for you?
7. Ask participants for ideas/ways to educate themselves about people who experience life differently than themselves.
8. Thank the group for their honesty and participation.



Here's a great video to play at the end of this activity:
[Zach Anner & The Quest for the Rainbow Bagel](#)

