



**Just Wright**  
Consulting, LLC

## **DEI Foundations Workshop Pre-workshop Exercise**

All humans have a natural tendency to categorize information based on our experiences and what we are taught. This propensity creates biases that influence our thoughts and behaviors and contributes to both our worldview and how we perceive others. This workshop offers a start to the DEI journey through introspective exercises and engaging discussions that explore topics such as unconscious bias, microaggressions, and what the terms *diversity*, *equity* and *inclusion* really mean. The purpose of this pre-workshop exercise is to:

1. Provide a foundational understanding of unconscious bias
2. Provide a pre-workshop baseline for level of bias
3. Allow pre- and post-workshop comparison
4. Evoke self reflection on personal biases and their origins (your individual results will not be discussed during the workshop)

### **Instructions:**

To prepare for the workshop:

1. Watch [The Pain, Power and Paradox of Bias](#) (~14 minutes)
2. Read [What is Unconscious Bias? 5 Examples in Real-Life Scenarios](#)
3. Complete at least one [Implicit Association Test](#) (hosted by Harvard University's Project Implicit). There are tests on various topics, choose the topic(s) that most interests you and complete the test(s) no more than 7 days prior to the workshop. Make note of the results as you will take the same test(s) after the workshop.

Feel free to contact me at [romaine.wright@outlook.com](mailto:romaine.wright@outlook.com) with any questions.

I look forward to seeing you on October 25th!

*-Romaine*