

## BG Part II – Questions for Break-out Groups

### Questions

1. How did the video make you feel?
  - a. Have you ever felt this way before?
  - b. Have you even been in a similar situation? Describe?
    - i. What did you do?
    - ii. If there were others there, what did they do?
    - iii. What was the impact and/or outcome?
2. Let's discuss the nature of bias as seen in the video.
  - a. First, for each of you, what is the meaning of bias?
  - b. What is the difference between bias and stereotype?
    - i. The film narrator, Joy DeGruy, talked about not wanting to be seen as "an angry black woman" Is that a bias or a stereotype?
    - ii. How many types of bias can you name? Are all of them based on stereotypes?
  - c. Can bias be positive? How was this shown?
    - i. What other examples can you name from your own experience?
  - d. Can bias be negative? How was this shown?
    - i. What other examples can you name from your own experience?
  - e. What is explicit bias? How was this shown?
    - i. What other examples can you name from your own experience?
  - f. What is implicit bias? How was this shown?
    - i. What other examples can you name from your own experience?
3. What does privilege mean?
  - a. How does skin color grant certain privileges?
  - b. How did it play out in the video?
  - c. What are the sources of our own privilege?
    - i. When have you experienced privilege?
    - ii. With the gift of hindsight, did you realize that it was privilege?
    - iii. How do you react when you know you are given a special privilege?
      1. Is it problematic to accept something based on privilege?
      2. How?
4. How do biases become norms and therefore invisible?
  - a. How can we recognize situations where bias exists and determines outcomes?
  - b. How can we address these situations?
  - c. What can we do to stop biases from becoming norms?
5. After last 3 weeks of reflection, how might you handle the situation in the video?