

DIVERSITY, INCLUSION & ACCESS

mines.edu/diversity

Inclusion Icebreakers: Affinity Bias

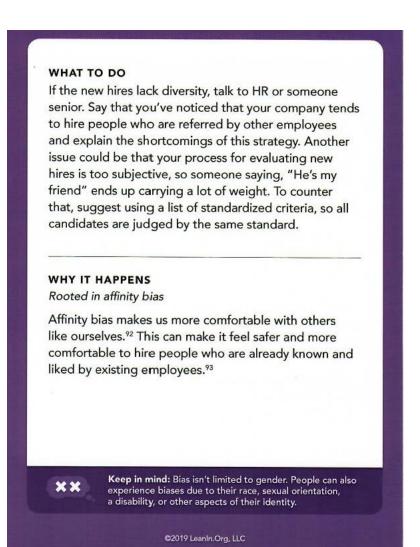
Prospective Employees

How to use this Lean In card in a group setting:

- Read the situation on the front of the card aloud, including "Why it Matters"
- Discuss times when people in the group have witnessed or experienced this situation and possible actions to take to address it. We strongly recommend anonymity and confidentiality when sharing stories.
- Flip the card over and read "What to do" and "Why it Happens" aloud
- Encourage people in the room to think of one thing they will do when they see bias at work, or one thing they learned that they're going to share with others. Take turns, go around the group and share.

Affinity bias: Tendency to gravitate toward people like ourselves in appearance, beliefs, and background, and avoid or even dislike people who are different from us.





Reference:

50 Ways to Fight Bias, LeanIn. Org and McKinsey & Company's Women in the Workplace Study, 2015.