Overview:
This lesson plan will challenge participants to interrogate their own implicit biases and develop skills for challenging those biases in interactions with others. They will first watch a video that depicts two individuals discussing their biases and stereotypes. Then, they will discuss that video using talking points linked on the following page.

Background and Information:
This activity was created by the Division of Diversity and Inclusion at Purdue University for the Boiler Inclusion Project (see citation below).

Objectives:
As a result of this activity, participants will be able to:

1. Reflect on their implicit biases.
2. Develop skills to avoid responding and reacting to others based on stereotypes.

Time:
30 minutes

Group Size:
Entire group

Materials:
The video and talking points (both in Links)

Intercultural Development Continuum Stages:
- Denial
- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Cultural Self-Awareness:
- To articulate insights into own cultural rules and biases (e.g., seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description).

Openness:
- To initiate and develop interactions with culturally different others.
- To suspend judgment in valuing interactions with culturally different others.

Other Skills:
Diversity, Equity, and Inclusion; Emotional Resilience
Links to Activity Resources:

- [Implicit Bias and Self-Regulation video](#)
- [Implicit Bias and Self-Regulation talking points](#)

Related Tools:

*Tools to use in conjunction with this lesson:*

- [Confrontation and Dialoguing](#)
- [First Impressions Video](#)
- [Incremental Process](#)
- [Things People Say (Common Stereotypes)](#)