Inclusion Icebreakers: Biases

**Affinity Bias**

How to use this Inclusion Solution card in a group setting:

- Review the questions on the front of the card to help anchor the topic
- Extend a few minutes of personal reflection
- Ask individuals to relate the topic to the current work environment and/or campus climate and what a future state might look like
- Create a dialogue on how the topic might create innovative thoughts, new direction for programs/classroom instruction/services, or ways to address challenges in the work environment and the campus climate
Reference:

“Inclusion Solutions: Discussing a Diverse Culture is in the Cards,” Lessons Learned Consulting, Inc., 2016.