

BIAS THINKS FIRST

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USING THIS CONVERSATION GUIDELINE

- *We recommend listening/watching the workshop together with your small group.*
 - *Below are some points from the workshop around which you can have conversation but feel free to go off script and use any other parts of the workshop that stirs a response.*
 - *Remember, the conversation is not about recalling content, but sharing your honest responses to them, both emotionally, intellectually, and even physically. Help create a safe space in which one can explore and express all aspects of their response to the workshop.*
 - *Every question will land differently for a white person and for a person of color because of the racialized experience in America. And some questions are directed to white people (e.g. how they were taught racism) and others are directed to people of color (e.g. how they experienced and responded to racism).*
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PART A

Definitions to guide the discussion:

1. What is bias? List 3 biases you personally have.
2. What is prejudice? Can a person of color be prejudice?
3. What is racism? Can a person of color be racist?
4. What is supremacy?
5. What is system oppression? Where do you imagine systemic issues show up in the lives of people of color? obstacles could arise when people of another culture join your congregation?

Leading this discussion in your context:

1. How do you choose leaders?
2. How do you get buy-in from members?
3. What outcomes are you expecting?
4. Have you done the work yourself?

Breakout Rooms and Discussion to answer two questions:

1. How do you see this process helping your congregation?
2. How do you see this process helping you? from a very different background.

PART B

1. We will engage in an example of how a chapter will be presented.
2. Follow-up questions
 - a. Did you see yourself in this example, how?
 - b. Did you see others in this example, where?
 - c. What is a different outcome if biases are removed?
 - d. How will this type of exercise empower your congregation to choose leaders, live out the call of Jesus Christ, listen to those who are different, and be different in the world?