

Outline:

- I. Exploring Implicit Bias – Exercise, Brief Lecture & Discussion
 - a. Individual and/or group exercises to explore potential biases
 - b. Small and large group discussions
- II. Full team fishbowl Demo intended to trigger the participants' own biases
 - a. Break Out Groups – to discuss fishbowl reactions
 - i. Using tests and tools for assessing one's own biases
 - ii. Discussion – including a discussion of neutral v. non-neutral roles and varying standards of fairness
- III. Full Team Role Plays in participant groups with faculty assistance – on fact pattern intended to trigger team related biases
 - a. Group Discussion & Debrief
- IV. Break
- V. Additional Bias Exercise & Self-Analysis Discussion
- VI. Gender Identity & Pronouns – Lecture & Discussion
- VII. Fishbowl Demo of team prebrief with client using they/them pronouns, setting up first meeting and discussing team experience using they/them pronouns in a meeting
- VIII. Full Team Role Plays in participant groups with faculty assistance – practice reacting when you or a team member makes a mistake
 - a. Group Discussion & Debrief
- IX. Q&A