

BIAS BINGO

Explore when you are part of the majority/privileged and when not **by ticking the boxes that suit you and your situation**



I identify with the gender I was assigned at birth	I'm not dyslexic	Did not grow up in financially tight conditions	I am never afraid to reveal my partner's gender
I do not live with a (in)visible disability	I never received unwanted sexual attention at my workplace	I have never worried about being rejected for a job because of religion or skin color	I am extrovert and don't get drained by being at meetings and social events
My religious background matches the Danish holidays	I have the same age as the majority in my unit	I never had a bad conscience about staying home with a sick child	I have the same educational background as the majority in my unit
I have the same gender as the majority in my unit	I speak Danish fluently and never linguistically disconnected at work	I am not living with autism, ADHD, OCD, anxiety or Tourette's	[insert something relevant to you]

The 16 statements are just some of many. Therefore, they say something about your situation in some contexts, but not in all contexts.

The boxes that you ticked show where you are a part of a majority and need to be aware of possible blind spots/bias' for those who do not share that privilege.

Creating more equality and inclusion starts with ourselves. Therefore, try to reflect on the following questions:

- Are most of your boxes ticked or un-ticked?
 - What does the result tell you?
- Are there in your non-ticked boxes issues that you are not open about among colleagues?
 - If yes, why?
 - If not, how has it been met?
- Does anything in your non-ticked boxes affect your well-being at work?
- Unconscious bias and blind angles are connected. Reflect upon which minority groups in the boxes would have different needs than you, e.g. as regards to your meeting designs, way to talk or have lunch.
- In the ticked boxes, try to think of situations, where your approach might be affected by your own experiences
 - What could you do differently in those situations to be more inclusive?