



BIASES INCLUSIVE INSIGHTS

ELEARNING

CHALLENGE BIAS &
LEAD WITH CLARITY

START
MODULE



Seat time: 20 minutes



Lessons: 11

MY PERSONAL JOURNEY

MY TWO DOORS

A personal reflection on how two choices in life shaped the way I see bias, question assumptions, and choose what happens next.



01 Door One: Assume

I share how quick judgments can quietly shape what we notice, believe, and decide.

02 Door Two: Pause

I show how one pause can open a fairer path and lead to a more thoughtful choice.

DOOR ONE: I ASSUMED FIRST

01

QUICK JUDGMENT

I reacted to what I noticed first and treated my first impression as the full story.

MISSING CONTEXT

I did not pause to ask what else may have shaped the situation in front of me.

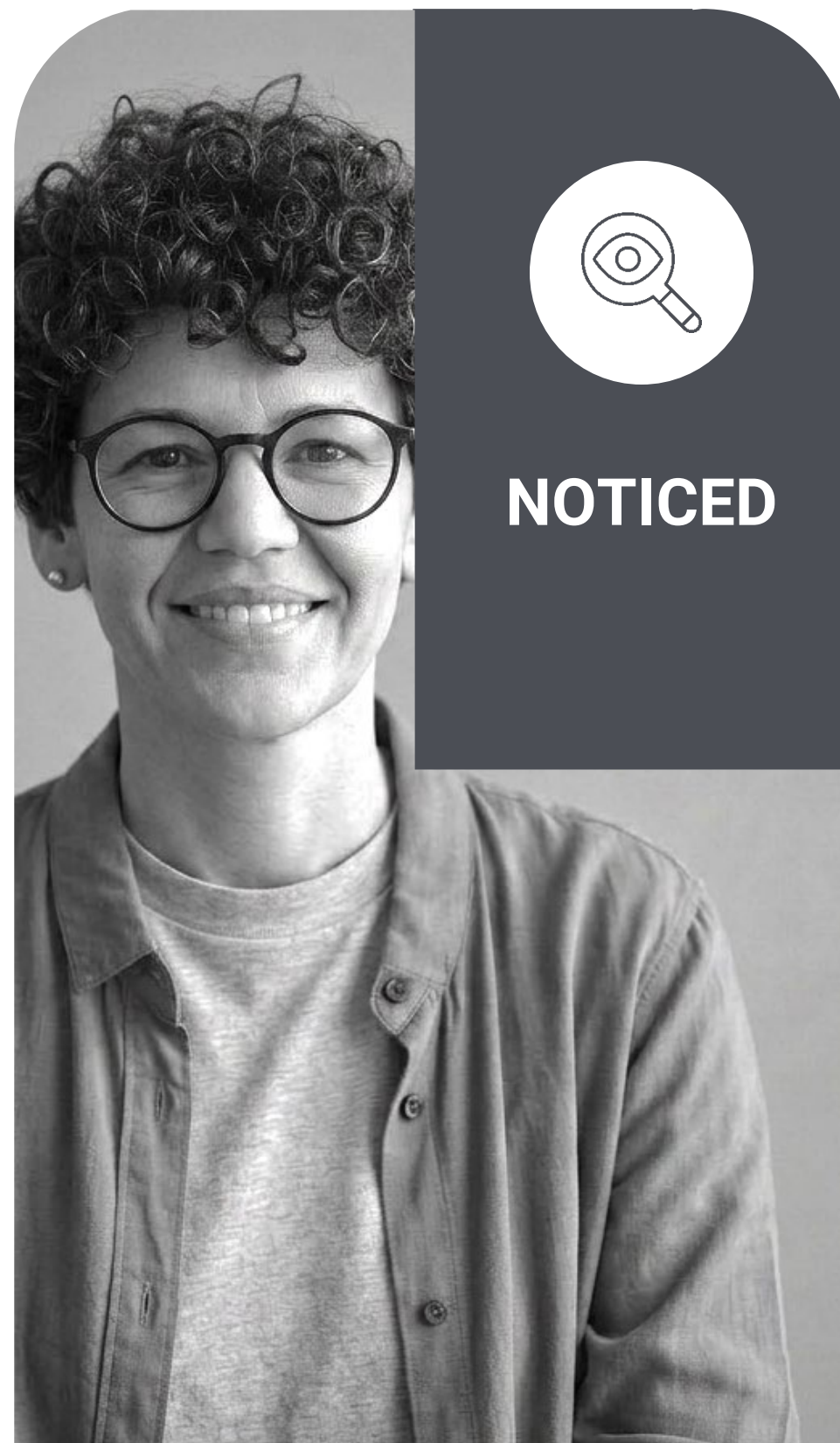
LIMITED CHOICES

That assumption narrowed my response before I had a chance to choose with fairness and care.

DOOR ONE REVEALS

QUICK JUDGMENT COMES FIRST

- ✓ I noticed one detail
- ✓ My impression took over
- ✓ I assumed the rest
- ✓ My choices narrowed
- ✓ The pause came late



DOOR ONE REVEALS

MISSING CONTEXT



01

What Happened

I focused on the outcome without considering the events, pressures, or decisions that may have led to it.

02

What Was Unsaid

Important details, concerns, or circumstances may not have been visible or explained in that moment.

03

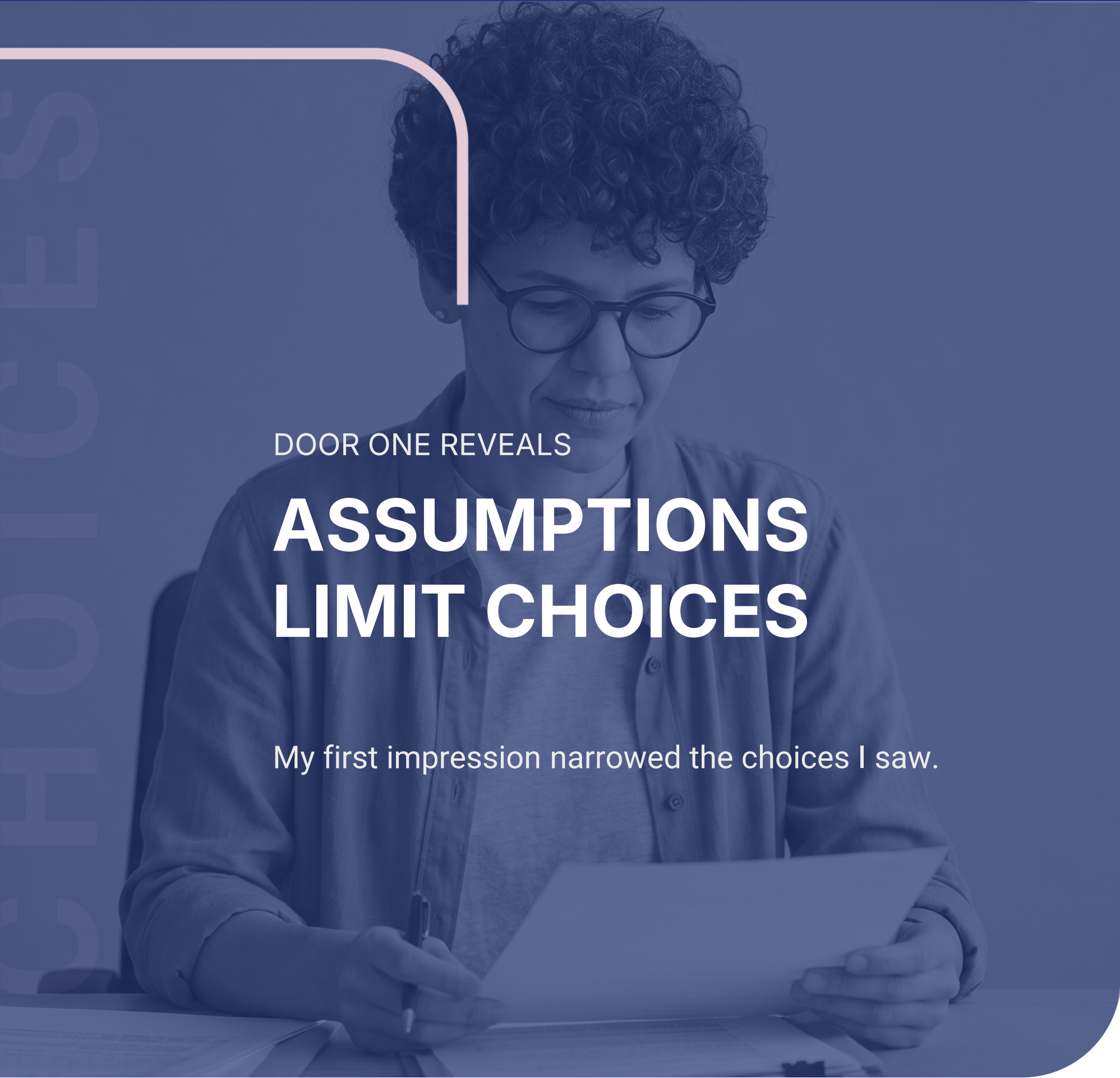
Who Was Affected

Other people may have experienced the same situation differently based on their roles, needs, or perspectives.

04

What I Missed

I reacted before asking questions that could have helped me understand the situation more completely.



DOOR ONE REVEALS

ASSUMPTIONS LIMIT CHOICES

My first impression narrowed the choices I saw.

50% **More
Callbacks**

White-sounding names received 50% more interview callbacks.

30% **Unequal
Reward**

Better résumés boosted callbacks more for White than Black names.

23 **Employees
Identified**

An audit found 23 companies that discriminated against applicants.



DOOR ONE

S U M M A R Y



Quick Judgment
My first impression shaped my response.



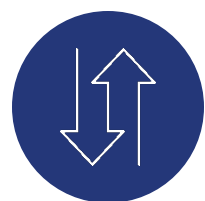
Missing Context
I overlooked what I could not see.



Limited Choices
My assumption narrowed the options available.



Better Response
Pause, ask, and choose with care.



HOW I RESPONDED BEFORE

These **scenarios** show how assumptions shaped my past interactions before I paused to consider the full story.

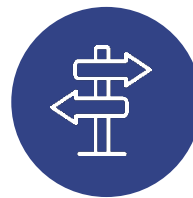
Explore Scenarios

See what happened next

SCENARIO

THE MESSAGE

I assumed a short message meant dismissal without considering the context.



I assumed intent.





SCENARIO

THE MEETING

I mistook quiet faces for disengagement before asking why.



Quiet felt off



Skipped thinking time

SCENARIO

COMPARISON

01



I Assumed First

I formed a conclusion before understanding the person or context.

02



I Paused First

I asked one better question before choosing how to respond.

DOOR TWO: I LOOKED AGAIN

02

SECOND LOOK

I questioned my first impression before treating it as the full story.

WIDER VIEW

I looked for missing details, unseen pressures, and other possible explanations.

FAIRER CHOICE

I chose a response with care by considering context, fairness, and what I missed.

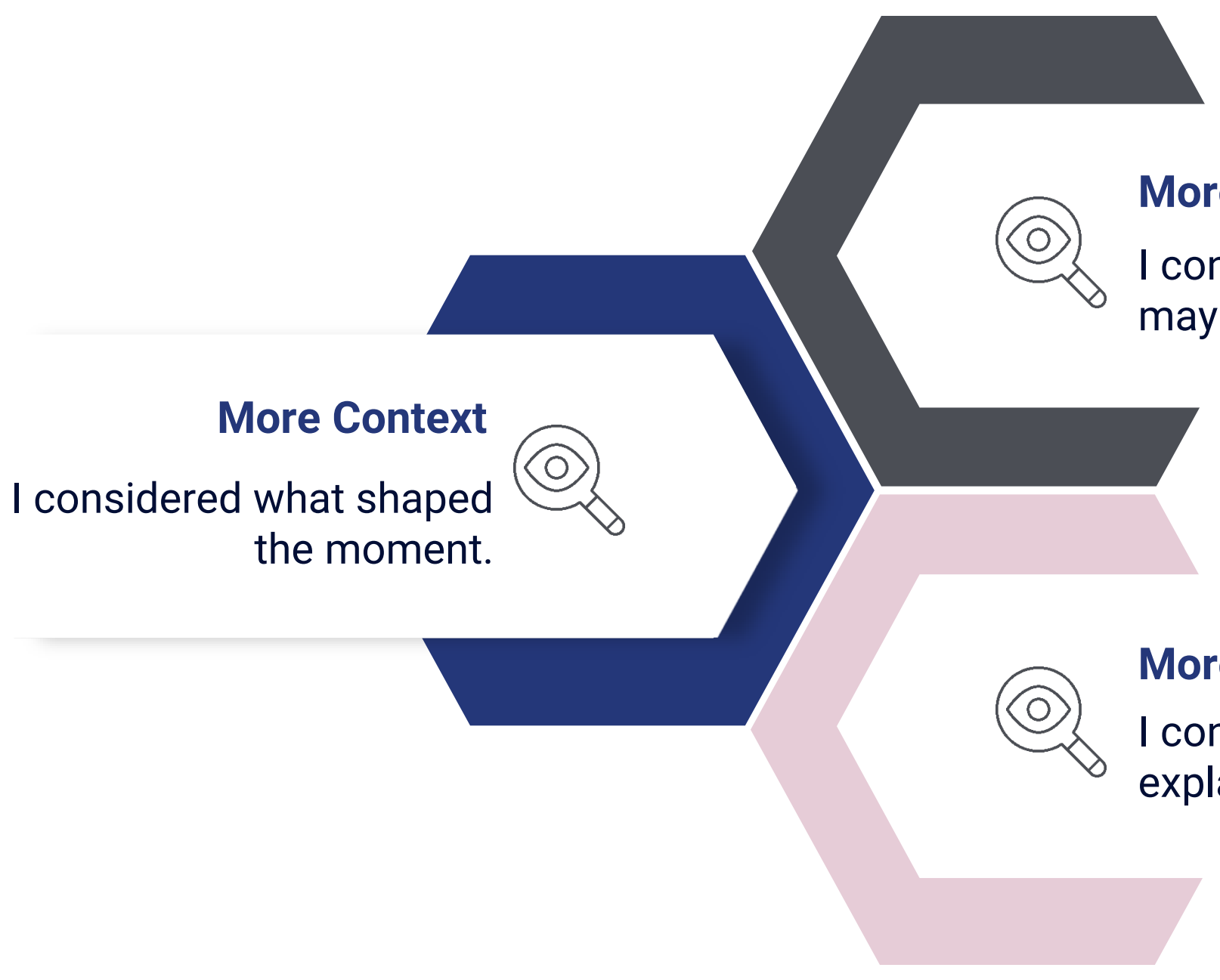


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SECOND LOOK

When I looked again, I saw more than my first reaction allowed me to see, and the moment became clearer with context, patience, and care.

— My reflection



More Context

I considered what shaped the moment.



More Voices

I considered how others may see it.



More Possibility

I considered another explanation first.



WIDER VIEW

I learned to widen the frame before deciding.

100%

CHOICES

NEED CONTEXT

A fairer choice starts when I **slow down and respond** with care.

01

Question the first read

02

Consider the wider frame

03

Choose with fairness

CHOOSE WITH GREATER CARE

DOOR TWO SUMMARY



What I Learned

- ✓ Check the first reaction
- ✓ Look for missing context
- ✓ Consider another explanation
- ✓ Choose with more care



What Changed

- ✓ I slowed the moment down
- ✓ I listened before deciding
- ✓ I made room for others
- ✓ I responded more fairly



Looking again **helped me check context**, question certainty, and choose with greater care.

SCENARIO

SHARED CREDIT

Looking again, I saw the
support behind the
outcome.



Jordan Blake

Team Contributor



I named the support, the review, and the effort that made the work possible.



Amara Lewis

Project Partner



She carried the update, but the result came from several people working behind her.



Bias Detect

SCENARIO

CHECK STANDARDS

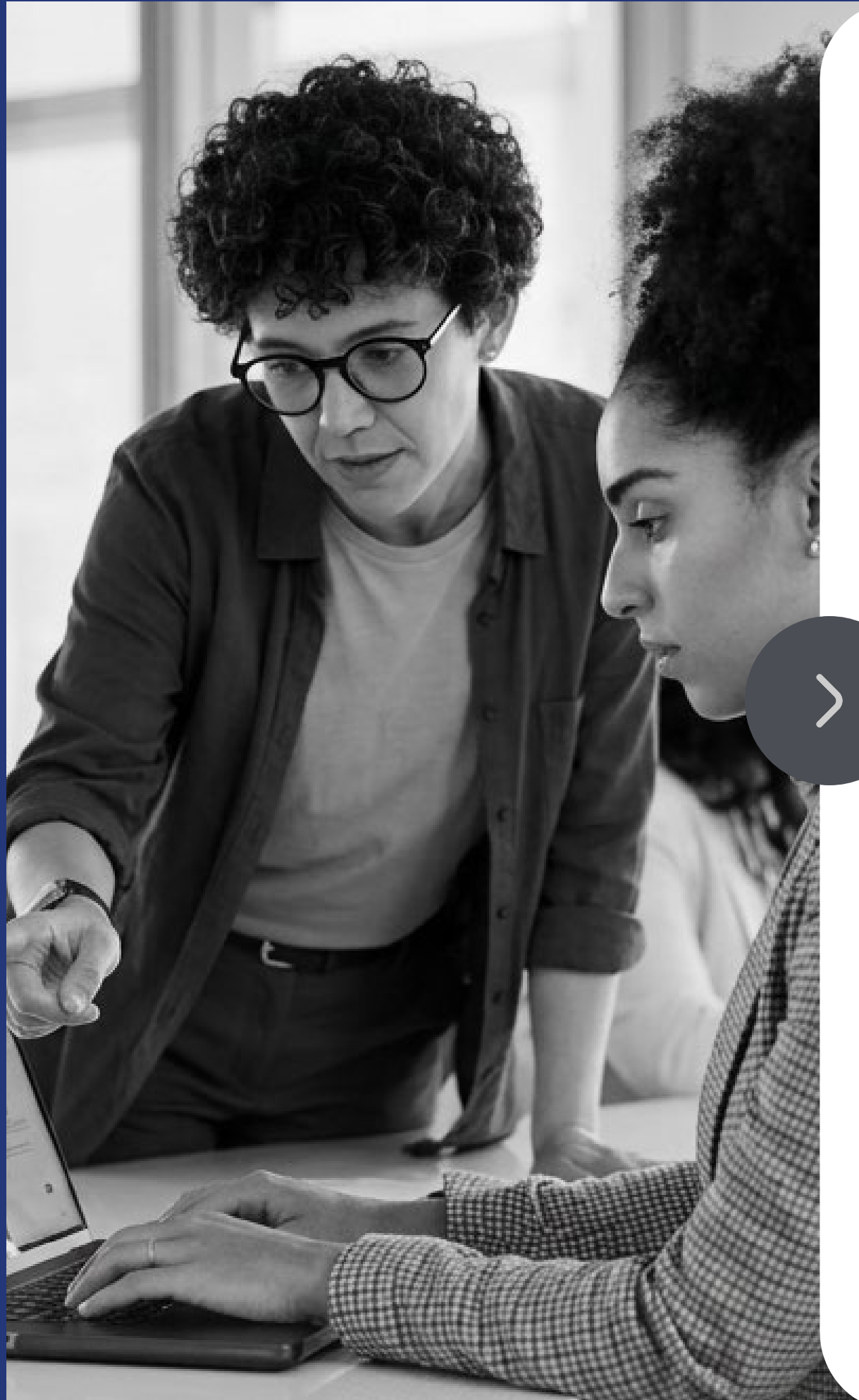
Before deciding, **I compared the work to the standard** instead of comparing the person to my comfort.



● Consider Before You Decide

—
VERIFY EVIDENCE
—





SCENARIO

WIDER EVIDENCE

Before I decide, I check what **supports the story**, what challenges it, and what I missed.



I weigh the facts first

MY NEXT STEPS

Before I decide, I use **three small habits** to slow my reaction, widen my view, and choose with more care.



Check Context

What else could shape this moment?



Invite Voice

Who else should be heard here?



Choose Carefully

What response gives fairness room?

“

PAUSE LOOK CHOOSE

”

REFLECTION

As you leave today, ask yourself what you assumed, what you missed, and what a fairer response could look like.



IT'S YOUR NEW DAY



SECOND LOOK

- **Notice first reactions**
Catch the assumption before it becomes the story.
- **Ask better questions**
Look for context you may have missed.
- **Invite more voices**
Make room for perspectives not yet heard.
- **Choose with care**
Respond in a way that gives fairness room.

MAKE IT FAIR

Notice first reactions

Catch the assumption before it becomes the story.



01

Check the story before
you trust it.



02

Respond in a way that
leaves room for fairness.



LOGO

BIASES INCLUSIVE INSIGHTS

ELEARNING

CHALLENGE BIAS &
LEAD WITH CLARITY

THANK
YOU

