**Title:** Automatic Racial and Gender Bias Activity

**Type of Activity:** Video/Small group discussion

**Time Required:** 10-15 mins.

Video link: <https://youtu.be/Wf9QBnPK6Yg?si=jZEPtXSbdZ0ZNxbL>

**Learning Outcome Applied:** Describe how gender stereotypes are activated automatically and unintentionally. Practice how to respond to and reduce instances of gender bias.

**Overview:** This learning activity uses a video that displays the intersection of gender bias and race through the experience of a black woman in the check-out line of a grocery store. It asks students to identify racial bias present in the video, asks them to reflect on the differential treatment of black and white women within society, and then asks them strategies they would use to respond to the situation. All questions within this activity are suggestions so feel free to skip around or add any questions of your own that come up during your discussion.

**Step 1:** Open up link to [Cracking the Codes](https://www.youtube.com/watch?v=Wf9QBnPK6Yg) to show to students

**Step 2:** Prior to the video- ask students to jot down parts shared in the story that suggest unintentional, subtle racial bias toward the woman in the video.

**Step 3:** After the video, have them pair up or form groups of 3-4 to share what they wrote. Have one person read off their group list, other students note examples shared that they also noted. Then have all students add any examples to their list that they didn’t think of.

**Step 4:** Take a moment to reiterate the critical concept that these stereotypes were activated automatically, without intention, and effortlessly.

**Step 5:** Ask the class to share more examples and then write them on the board

**Step 6:** After all examples are on the board ask students to respond to the following questions in discussion

1. Ask the students if they have ever witnessed anything similar to what was discussed in the video at their own previous retail jobs or as a customer?
2. Looking at the list, what stereotypes about black women are reflected in the video? What about white women?

**Step 7:** Ask students to again form groups of 3-4 and ask them as a group to reflect on the following scenario/questions. Have each group elect one student to share out their group’s strategies with the class. Ask each group to share.

1. Ask the students to imagine that they are an employee at a grocery store and they witness their coworker displaying unintentional, subtle racial bias towards a black woman. What are some things you could say to make the situation right and provide support to the customer?

**Step 8:** After the discussion- what gems emerged from the discussion? Write down any insights that the students brought.

**For Canvas (or other LMS) here is a video description to add for students:**

The video depicts Dr. Joy DeGruy telling the story of how she experienced unintentional, subtle racial bias in a grocery store. DeGruy and her sister-in-law, who is white passing, go to check out at the grocery store and they both pay for their groceries with checks. Her white passing sister-in-law is greeted kindly by the employee and has her check taken without question. When DeGruy tries to pay for her groceries with a check she is asked for ID and is met with a cold demeanor by the employee. Her sister-in-law then confronts the mistreatment and provides support to DeGruy in the situation.