



# Construction Inclusion Week

Building the Foundation for Inclusion

DAY TWO: Unconscious Bias

DAILY SUMMARY



Day 2:  
October  
19

### Day Two: Unconscious Bias

Education and understanding the implications of unconscious bias, is critical to cultivating a culture of inclusion and belonging. It is important to recognize not all unconscious bias is bad and unconscious bias is an inherent trait of being human. Unconscious bias is the brains way of efficiently filtering and organizing information. In its simplest form it can be benign, helping us to easily decide what to have for lunch. In its most complex form it can be insidious, manifesting in reinforcing or enabling negative stereotypes. In the first example we can quickly decide on the food we like. In the latter example, this can lead to exclusionary and harmful behavior. Defining unconscious bias, recognizing how it can manifest in the workplace and engaging steps to mitigate are the building blocks to creating and maintaining a diverse, equitable and inclusive environment.

CIW Daily Video	Toolbox Talks	Table Talks	At Home Activities
<ul style="list-style-type: none"><li>Day 2 Video - COMING SOON</li></ul>	<ul style="list-style-type: none"><li>Microaggressions</li><li>Building an Inclusive Culture</li></ul>	<ul style="list-style-type: none"><li>Blind Spots</li><li>Trusted 10</li></ul>	<ul style="list-style-type: none"><li>Zootopia</li><li>Draw &amp; color scientist</li><li>Read "And Tango Makes Three", "Just Like Me"</li></ul>

Please share what you've learned by posting using the hashtag **#ConstructionInclusionWeek** and tag us on Instagram, LinkedIn, Twitter, and Facebook!



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## EXTERNAL RESOURCES



**To Watch**  
[GIW YouTube Playlist]

- Making the Unconscious Conscious
- Who, Me Biased?
- TedTalks Bias Series



**To Read**  
[Day 2 External Download]

- Blindspot: Hidden Biases of Good People
- The Person You Mean to Be

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