

BEYOND BIAS
QUESTIONS THAT SUPPORT THE PRACTICE OF INDIVIDUATION

List the names of at least three people who:

- are different from you (or you perceive them to be different) with respect to race/ethnicity, worldview and/or lived experience; and
- are important people for you to talk to as part of your union work.

Use some or all of the individuation questions below to deepen the conversation.

- *Where is home for you? Or where do you most feel at home? (does not have to be a geographic place)*
- *Share the name (and short story about) of a person who shaped you into the person you are now and/or the person you're becoming.*
- *What brought you to _____ [place or employment or other organizational affiliation]? What keeps you here?*
- *What would people who know you well say are your unique gifts and talents?*
- *What's a recent event/experience that made you laugh hard or it put a smile on your face?*
- *What aspect of your work, if any, brings you joy or excitement; puts a smile on your face; gets you out of bed each morning?*
- *If you were NOT working as a _____ and you were, instead, doing something else that tapped into your gifts, passion and talents (assuming it's not your current work), what would it be?*
- *What's a fond or funny memory from your childhood (or a funny story people tell you about when you were growing up)?*
- *What's the title of your "medicine" song or "motivation" song? What meaning does the song have for you?*
- *What's one thing you would do in your personal or professional life if you were unafraid? If you moved and operated without fear?*
- *What do you do for fun? Or, when you're feeling down, what's one thing that you do to lift your spirit/increase your energy?*
- *What's a nick-name, funny name, term of endearment or abbreviated name that people called you when you were growing up?*