



**DEPARTMENT OF
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RESOURCES**

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MEMORANDUM

June 28, 2023

TO: TFW Policy

FROM: Lori Clark, Adaptive Management Program Administrator (AMPA)
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SUBJECT: Bias Activity: Introduction to Understanding Your Own and Others' Narrative (bias) 101

As a follow up to the TFW Policy Interest Based Negotiations Training and Workshop and in response to requests from TFW Policy members, Triangle and Associates provided a Bias Activity to continue conversations in support of understanding narratives. Below is the activity that TFW Policy members will participate in at the July meeting.

Bias Activity: Introduction to Understanding Your Own and Others' Narrative (bias) 101

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| <ul style="list-style-type: none">● Museum Walk Observations: Do a look back at the flip charts linked below and share the observations you made about what other caucuses drew at the May 3 workshop. Focus your share-out on the narrative(s) (or bias) you have assumed about other members of the Policy Committee and how that might have transitioned by reviewing their drawings.
Flip Charts linked here. |
| <ul style="list-style-type: none">● Read Article(s): "Are you Aware of Your Biases?" – <i>Harvard Business Review</i><ul style="list-style-type: none">● Article linked here.● Read Article & Respond to Question: What is it about your own narrative that you think creates your own bias? What are the biases that you assume of others (if comfortable sharing)?● Flip Charts linked here. See slide 6 specifically for strategies on addressing your own bias. |
| <ul style="list-style-type: none">● Group Discussion<ol style="list-style-type: none">i. What is your biggest challenge with understanding your own narrative (bias)?ii. What kind of help do you need to understand other Policy members' narrative (bias)?ii. Are there any tangible next steps that you can take to better harness your own narrative (bias) and be more open to others? |