



**Affinity Bias Exercise**

*Step 3: DEI Development Program for Faculty Searches*

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Instructions: Put the names of six friends at the top of each column. Place an X if you *do not* have a protected category in common with your friends and place a check mark or an asterisk (\*) if you *do have* a protected category in common with your friends. You have completed the table once you have determined if you have in common or not each protected category.

<u>Protected Category</u>						
<b>Race</b>						
<b>Color</b>						
<b>National Origin</b>						
<b>Religion</b>						
<b>Sex</b>						
<b>Age</b>						
<b>Disability</b>						
<b>Sexual Orientation</b>						
<b>Gender Identity</b>						
<b>Pregnancy/ Maternity Leave</b>						