



Australian Government  
Australian Sports Commission

# Roadmap:

An **all inclusive** approach to  
governance and leadership  
in Australian sport





## TOOL 8:

### Unpacking bias guided activity – A walk in the park

Adapted from: Unpacking Bias Activity Intersectionality Toolkit, The International LGBTQ Youth and Student Organisation (IGLYO), 2014

**Estimated time:** 30 minutes

#### Facilitator Requirements

- Quiet space without interruptions
- May play slow soft music if helps settle room
- Keep the pace of the exercise slow and calm

#### Purpose

Sometimes, even if we don't realise, we live by some unconscious biases that have shaped us throughout our lives. With this exercise you can begin an honest conversation about them, while recognising that we all have unconscious biases.

At the end of the exercise you will be able to bring your participants at the point of realising their own unconscious biases and thinking of ways of changing the status quo.

#### Procedure for Guided Fantasy (20 mins)

Ask group to sit in circle, and slowly talk through the following guided fantasy.

Close your eyes. Take a minute to imagine yourself in a public park. Just for now it is empty of people. It's a warm summer's day, the trees are heavy with leaves and the sun breaks through to make you feel warm. There is a slight breeze; you can feel it on your face. As you look forward you can see a path winding its way far into the distance. Around the path there are followers, grassy patches of cut grass and large leafy trees. The only sound is of birds singing.

You hear the birds and smell the freshly cut grass; you feel the heat of the sun and are refreshed by the slight breeze. You look in front of you and decide to follow the path. You begin to walk and you move along the path and hear human voices in the distance. You look first to your right and then to your left, you notice a young child kicking a football. The child throws the ball

into the air and catches it as it falls.

You notice the ball fall hard into the child's hands. Two people are playing with the child – you smile and wave towards them noticing the smiles on their faces. You continue to walk around some large trees and pass two people sitting on a bench. They are laughing loudly – you try to hear what they are saying. You move again along the path and see a couple walking towards you holding hands. They walk past you as you look at them.

As you walk on a number of men are sitting on a bench by the path, talking and laughing – you look at them one by one. As you walk on you are nearing the gate of the park, you walk through the gateway and in front of you, you see this building (make relevant to environment). You walk into the building and then into this room. You sit on the chair and feel it under you.

You begin to slowly open your eyes and come back into the group when you are ready.

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### Key Questions for Discussion (40 mins)

Use the following questions to stimulate discussion in the group on the experience of the Walk in the Park.

- When you saw the child with the ball, was the child female?
- The two people you saw with the child, did you imagine them to be the child's parents?
- The two people sitting on the bench: What did they look like? Were they white and able-bodied?
- The couple holding hands that were walking towards you; were they an old or retired couple, were they able-bodied, were they non-white, were they two women or two men?
- The group of men on the bench, were they young or old, were they able-bodied, and were they white?
- Did anyone in your park wear clothing or jewellery which made you think they were from a different culture?

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### Was everyone in your park:

- White?
- Able Bodied?
- Young or middle-aged?
- Were there couples of the same sex
- Were there any retired or old people in your park?
- Were their different ethnic groups in your park?

### Final debriefing questions:

- Why do you think that you saw the park in that way?
- How do you think that the way we see the world influences our work?



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