

Activity: Implicit Bias Test

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NSE Goal Focus: Cultural Humility

Activity Goal: Allow students to examine implicit biases they hold.

Activity Objectives:

- 1) Students will reflect on the unconscious biases they hold through two assessments.
- 2) Students will discuss the effects of implicit bias.

Materials

Harvard's Project Implicit website - <https://implicit.harvard.edu/implicit/takeatest.html>

"Understanding unconscious bias." A 3-minute explanation of how implicit/unconscious bias works created by The Royal Society. <https://www.youtube.com/watch?v=GP-cqFLS8Q4>

Modification: Test can be completed individually and is done online. Questions can be answered through discussion or in an assignment.

Caution: Your audience may challenge the validity of the test and may need some time to express this first. Be sure to familiarize yourself with the background and FAQ of the test (<https://implicit.harvard.edu/implicit/demo/background/>). Remind students that this is just one tool that allows us to begin to examine the nature of stereotypes and unconscious thought processes.

Activity:

- Have students visit the Harvard Project Implicit website from above and take one of the Implicit Association Tests (IAT) before this activity. (Can be done in class as time allows)
- Have students self-reflect on the questions on the following worksheet
- In class, students will pair up and discuss the following:
 - What feelings or reactions did you have after completing the IAT test and Implicit bias worksheet?
 - Reflect on your life experiences that may have influenced your results. Consider your childhood and family upbringing; the neighborhoods in which you've lived; elements of your educational path; media messages; your family and peer networks; etc. How might these experiences have shaped your biases, with or without your conscious awareness?
 - How can implicit bias be harmful?
 - How might knowing your IAT results and reflecting on your biases affect your future actions and decisions?
 - What can you do to interrupt biases we hold? Can we change unconscious bias?

Implicit Bias Worksheet

Complete the following questions individually. You will not have to share your answers so be sure to dig deep and be truthful. This exercise is about exploring. Be sure not to judge yourself for anything that comes up. This is simply about looking and seeing what ideas or examples emerge. Being open to looking is the most important. If you don't find anything, you can move on to the next question.

Who are my closest 3 friends? What similarities do we share (race, social class, etc.)?

Who are my neighbors? What similarities do we share (race, social class, etc.)?

When was the last time I noticed a prejudice in myself (unconscious or conscious)?

Do I only find a certain type of person attractive?

What is an environment I find myself most comfortable in? Who else is there?

When I picture a doctor in my head, what do they look and sound like (i.e. race, gender, accent, etc.)?

When was the last time I remember letting something slide that could be racist/prejudice/discriminatory in some way?

When was the last time I educated myself about the culture and experiences of another racial, religious, ethnic, socioeconomic group?

When was the last time I took leadership to welcome a person different from myself into an activity, event or space?