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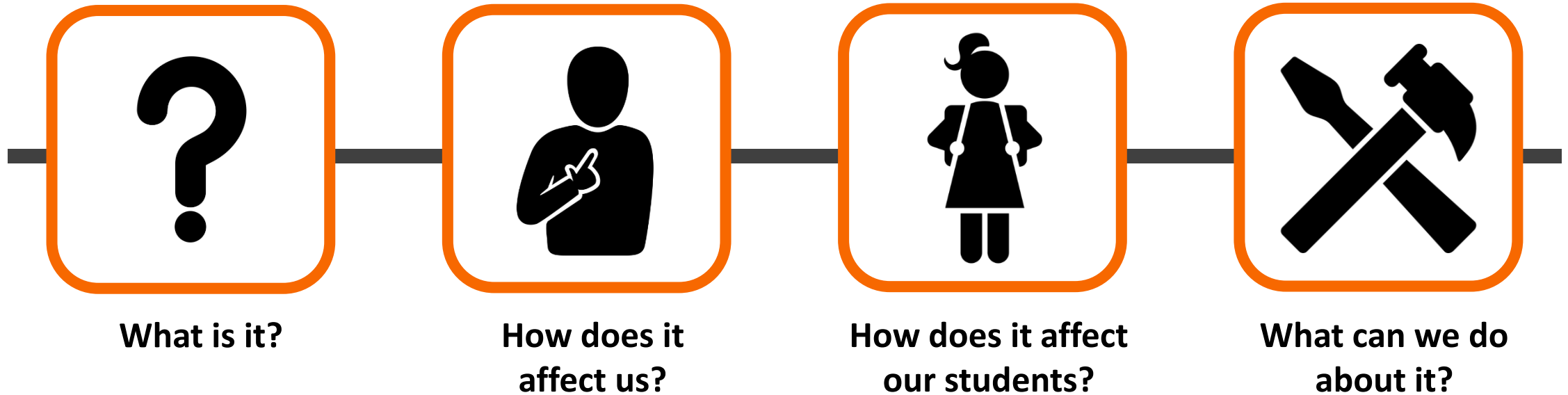
CENTER FOR
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IMPLICIT BIAS

An Introductory Training

Image credit: Lyubov Ivanova Getty Images

We're going to learn about implicit bias.



TEDx Talk: “We All Have Implicit Biases. So What Can We Do About It?”



Dushaw Hockett

Founder and Executive Director
Safe Places for the Advancement of
Community and Equity (SPACES)
Washington, D.C.

If the video does not play, click this link:
[youtube.com/watch?v=kKHSJHkPeLY](https://www.youtube.com/watch?v=kKHSJHkPeLY)



What are your biggest takeaways from Dushaw Hockett's talk?



If you remember nothing else, remember this:

An implicit bias approach shifts us from a question of sexist vs non-sexist, racist vs non-racist, to a question of **how do we *align* our actions and behaviors with our consciously-held egalitarian beliefs?**

If we want to see the **external change-work** happen to make our communities *safer*, more *inclusive*, and more *nurturing* for our students, then **we have to do the internal change-work first.**



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Implicit biases are, by definition, invisible to us.

Project Implicit is a project out of Harvard University that offers users the opportunity to take a free Implicit Association Test (IAT) in a variety of areas ranging from weapons to race.

Each test takes about 10-15 minutes, and we want you to take three different IATs:

- Take the test in the category of race.
- Take the test in the category of skin-tone
- Take the test in any category of your choosing.

IAT Website: <https://implicit.harvard.edu/implicit/takeatest.html>

Note: After you take the test, there is a short optional survey that asks for demographic information to help with Harvard's research on implicit bias. If you don't want to answer the demographic questions, click the "decline" button in the bottom right corner of the screen.



Let's reflect on the Implicit Association Tests.

- How did you feel before you took any of the Implicit Associate Tests? Were you confident, anxious, curious, or other emotions?
- Describe your reactions to the tests.
- What do you want to reflect on in the coming weeks as relates to implicit bias?

