Implicit Bias Analysis Guide

How to Use This Resource:

This resource is a two-part tool that allows an individual to unpack specific behaviors to identify if those behaviors may be rooted in implicit bias. The tool consists of a list of yes/no questions and a brief reflection for each question. Fold each page on the dotted line, then complete Part 1. After you finish part one, continue to Part 2.

.

Part 1	***Part 2***
Carefully read each statement below. • *Circle "yes" if the statement accurately reflects your beliefs or behaviors.* • *Circle "no" if the statement does not accurately reflect your beliefs or behaviors.* *If you have never been in the scenario described, do your best to predict how you might respond in the situation.*	*If you circled "yes" for any of the statements in the left column, reflect on the ideas, perspectives, and questions outlined below. Consider how your behaviors may be unconsciously influenced by specific attitudes or stereotypes.*
I prefer to watch news channels that do not make a big deal about race. I would rather hear about the positive things happening in the world! Yes No	We know that media bias can influence our feelings toward topics covered in the news, including race! Additionally, our discomfort around race topics may engender a biased, negative perception of racial issues in the media. How does talking about or hearing about race make you feel? Anxious? Nervous? Uncomfortable? Try to isolate the factors that trigger these feelings to begin the process of identifying unconscious bias.
When someone brings up race at work, I try to change the subject. Race is an inappropriate topic to discuss in a professional environment.	Race is a component of identity, and identity influences how we interact with each other in a variety of settings. In your professional context, is it essential for you to understand how your coworkers

Implicit Bias Analysis Guide

Yes No	experience the world? Why or why not? What is accomplished or sacrificed by avoiding discussions about race in professional settings?
If one of my friends makes an insensitive joke about race or gender, I will just ignore them if no one from that race or gender is around to be offended by it. Yes No	How do you gauge who should be offended by an insensitive remark? If you recognize a comment as insensitive to a particular group of people, does that comment offend you? Why or why not? What are the implications of remaining silent when you hear racist or sexist comments? What are the potential ramifications?
I am friends with people from different cultural backgrounds, but I do not invite them to social gatherings because I know they would not be comfortable. Yes No	Consider the individuals you interact with on a social level. How diverse is your social universe? What factors contribute to the cultural diversity of your friend groups? What elements of a typical social gathering do you think might prompt discomfort for individuals of a different cultural background?
If a student's name is hard to pronounce, I try to avoid saying it in front of the class so they will not be embarrassed. Yes No	If you publicly mispronounce a student's name, how will you feel? Embarrassed? Are you centering the student's feelings or your own? What is the consequence of refusing to say a person's name? What does this imply about the importance of their identity?
I try to make sure that I speak loudly and slowly when I meet someone who looks like they are from a different country so that they will understand me better. Yes No	Should we assume that individuals who dress in a way that reflects a cultural or ethnic background are not American? How might our actions convey an assumption that people who speak a language other than English are somehow impaired or deficient?
I generally choose professionals who are older than me because they probably know what they're doing.	What assumptions might you hold about the competence of young professionals? What stereotypes about younger

Implicit Bias Analysis Guide

Yes No	generations might support young people's perception as less capable, less professional, or less intelligent?
When I enter a room full of strangers, I seek out people who look like me (similar age, same gender, similar style of dress). Yes No	We often seek out familiarity to increase our sense of comfort or security in unfamiliar situations. Why do you think this is? Does diversity cause us discomfort? Is diversity inconvenient?
When I go to the bank, I will let people in front of me in line so that I can wait for a nice or friendly looking teller to become available. Yes No	What does a nice person or a close individual look like? Can a skin color look unfriendly? What about a hijab? How might your conception of a "nice" appearance have been influenced by your environment, beliefs, or upbringing?
I have ended a romantic relationship because I felt too uncomfortable with an aspect of the person's physical appearance. (e.g. physical disability, skin color, weight) Yes No	You've likely heard the saying that opposites attract, but what differences qualify as insurmountable? Think about the differences you are willing and unwilling to accept in a romantic partner. How many unacceptable features are physical traits? What might this indicate about your unconscious biases?
When I buy gifts for children, I look up toys that are popular for little girls or little boys, depending on their gender. Yes No	What assumptions do we make about gender as it relates to children's interests and abilities? What harm might those assumptions potentially impose on young children?
When I notice a same-sex couple in public, I try to pretend like I don't see them. I am sure they would not appreciate being singled out. Yes No	When you see a same-sex couple in public, what feelings do you notice within yourself? Often, we may react to discomfort with avoidance. However, choosing to ignore individuals who are different from us is committing an erasure that can ultimately perpetuate harm and overlook injustice.

Implicit Bias Analysis Guide

I treat all of my students exactly the same, regardless of their physical characteristics or cognitive abilities. That's the fair thing to do. Yes No	What is the difference between equality and equity? Is it possible to meet every student's individual needs without acknowledging their unique identities, backgrounds, and characteristics?
I have asked to switch seats at a restaurant or on a plane to distance myself from a person who is dressed strangely. Yes No	What qualifies as "strange" attire to you? What assumptions do we hold about culture or class that might inform the level of threat that we infer from a person's appearance?
If I see a person paying with coupons or food stamps at the grocery store, I will try to pick a different check out line. Yes No	Taken at face value, this may seem like a decision based purely on convenience and efficiency. However, think deeply about what thoughts or emotions this situation creates for you. What assumptions about socioeconomic class might influence your decision to distance yourself from an individual using coupons or a government assistance program?
If I noticed a person making strange involuntary noises in public, I would call the police. They could be a danger to themselves or to someone else. Yes No	When you recognize signs of mental illness, how do you react? How does your knowledge about a particular behavior or disorder inform that reaction? What assumptions do you hold about individuals who live with mental illnesses?

www.leadingequitycenter.com
sheldon@leadingequitycenter.com