

February Ongoing Formation

Introduction (Part 1)

Since our Chapter statement reads: “Cultivate a spirit of racial inclusion, cultural sensitivity, and respect for persons with disabilities, generate an awareness of the dynamics of racism and understand the effects,” the Ongoing Formation Committee felt Black History Month would be a good time to challenge us to look within and without. To learn more please watch the following 4-minute [TEDxMid Atlantic Salon Talk presented by Dushaw Hackett entitled: *We all have implicit biases. So, what can we do about it?*](#)

Unconscious Bias (Part 2)

To learn more about any potential personal implicit racial bias, Harvard University created the Implicit Racial Bias Test (IAT). To take this test [click this link](#) and select **RACE IAT**.

The IAT is powerful instrument, which has been used to explore the impact of unconscious bias on behavior. For many years, scientists have been working on instruments to assess unconscious bias (also known as implicit associations). Of the various tools that are available, the Implicit Association Test (IAT) is one of the most popular and well-used studies. The IAT was developed as part of Project Implicit, which blends basic research and educational outreach in a virtual laboratory that allows users to exam one’s own hidden biases (race, gender, sexual orientation and national origin) and understand stereotypes that exist below one’s conscious awareness. Project Implicit comprises a network of laboratories, technicians, and research scientists at Harvard University, the University of Washington and the University of Virginia.

How does the IAT work?

The IAT measures the relative strength of associations between pairs of concepts. It is designed as a sorting task in which individuals are asked to sort images or words that appear on a computer screen into one of two categories. The basic premise is that when two concepts are highly correlated, people can pair those concepts more quickly than two concepts that are not well associated. The IAT is relatively resistant to social desirability concern, and the reliability and validity have been rigorously tested.

Directions

In this study you will complete a Racial Implicit Association Test (IAT) in which you will be asked to sort pictures and words into groups (Good, Bad, African American and European American) as fast as you can using the 'E' and 'I' computer keys. In addition to the IAT, there are some questions about your beliefs, attitudes, and opinions, and some standard demographic questions. This study should take about 10 minutes to complete. At the end, you will receive your IAT result along with information about what it means.

Common Patterns of Whites (Part 3)

Finally, there is an exercise called “[Common Patterns of Whites](#)” developed by Kathy Obear. It has been used extensively by Robin D’Angelo in her book called [White Fragility: Why It’s So Hard For White People To Talk About Racism](#).

I promise you, if you do Parts 1 and 3 you will learn something about yourself and may even be given a little food for thought and thoughtful conversation.

Recommended Reading

[White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh](#) (click to download)