



# **Inclusive Leadership Workshop**

Participant Pre-Work

# Take The Implicit Associations Test (IAT)

As part of our upcoming Inclusive Leadership workshop at UGI University, we will explore the topic of “unconscious bias” and its impact in the workplace. The purpose of this session is not to target any individual but to collectively look at how we all may operate according to some level of implicit association and understand how we might mitigate these associations in order to become more inclusive leaders.

Please visit the Project Implicit® site at <http://implicit.harvard.edu/implicit/selectatest.html> **to take at least one of the Implicit Association Tests (IATs) prior to attending the Inclusive Leadership workshop.** You may take the IATs in a number of different languages by going to the international site from the home page.

Use the dropdown in the lower left section of the page to select country/language.

The screenshot shows the Project Implicit website interface. At the top, the logo reads "Project Implicit®". Below it, there are three main content boxes. The first box, titled "PROJECT IMPLICIT SOCIAL ATTITUDES", contains the text "Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!" and a form with an "E-mail Address" input field, "LOGIN" and "REGISTER" buttons. Below this, it says "Or, continue as a guest by selecting from our available language/nation demonstration sites:" followed by a dropdown menu showing "Poland (Polski)" and a "GO!" button. The second box, titled "PROJECT IMPLICIT MENTAL HEALTH", contains the text "Find out your implicit associations about self-esteem, anxiety, alcohol, and other topics!" and a "GO!" button. The third box, titled "PROJECT IMPLICIT FEATURED TASK", contains the text "Measure your implicit associations of trust with public safety professionals" and a "GO!" button. At the bottom of the page, there is a navigation bar with links for "LOG IN", "TAKE A TEST", "ABOUT US", "EDUCATION", "HELP", and "CONTACT US". On the right side of the footer, it says "Copyright 2011", "All rights Reserved", "Disclaimer", and "Privacy Policy".

Clicking Go! Will take you to that international site which will present you with several IAT options.

Before entering the site, you will be asked if you wish to proceed. After you click on “I wish to proceed” you will be taken to the following landing page:



**Project Implicit®**

LOG IN TAKE A TEST ABOUT US EDUCATION HELP CONTACT US

<b>Religion IAT</b>	<b>Religion ('Religions' IAT).</b> This IAT requires some familiarity with religious terms from various world religions.
<b>Sexuality IAT</b>	<b>Sexuality ('Gay - Straight' IAT).</b> This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
<b>Arab-Muslim IAT</b>	<b>Arab-Muslim ('Arab Muslim - Other People' IAT).</b> This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
<b>Weight IAT</b>	<b>Weight ('Fat - Thin' IAT).</b> This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
<b>Skin-tone IAT</b>	<b>Skin-tone ('Light Skin - Dark Skin' IAT).</b> This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
<b>Asian IAT</b>	<b>Asian American ('Asian - European American' IAT).</b> This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
<b>Gender-Science IAT</b>	<b>Gender - Science.</b> This IAT often reveals a relative link between liberal arts and females and between science and males.
<b>Race IAT</b>	<b>Race ('Black - White' IAT).</b> This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
<b>Disability IAT</b>	<b>Disability ('Disabled - Able' IAT).</b> This IAT requires the ability to recognize symbols representing abled and disabled individuals.
<b>Native IAT</b>	<b>Native American ('Native - White American' IAT).</b> This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
<b>Weapons IAT</b>	<b>Weapons ('Weapons - Harmless Objects' IAT).</b> This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
<b>Gender-Career IAT</b>	<b>Gender - Career.</b> This IAT often reveals a relative link between family and females and between career and males.
<b>Age IAT</b>	<b>Age ('Young - Old' IAT).</b> This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
<b>Presidents IAT</b>	<b>Presidents ('Presidential Popularity' IAT).</b> This IAT requires the ability to recognize photos of Barack Obama and one or more previous presidents.

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Take at least **ONE** of the above tests prior to attending the workshop.

## **Use of IAT Results**

We will not ask you to share your results, but it will be helpful for you to experience taking one of the tests so we may adequately discuss the process of bias and implicit associations.

## **Background on the IAT**

Researchers at the University of Washington and Harvard University developed this method for measuring the extent to which we implicitly or unconsciously favor some groups over others. Their research has evolved into the Project Implicit®, a web based research site enabling people across the world to take any of a series of tests that measures implicit biases related to such dimensions as race, gender, age, sexual orientation, religion, weight and disability. Since 1998, visitors to the site have completed more than 4.5 million demonstrations. The site has become a popular place for educators, and corporate professionals to explore unconscious bias.

## **Time Commitment**

Sessions are timed and require 10–15 minutes to complete.