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IMPLICIT ASSOCIATION TEST: REFLECTIONS ON OUR RACIAL BIASES

1. Take the [Harvard Implicit Association Test](#) for Race and/or Skin Tone and reflect below.
(Take 2 others of your choice as well.)
2. *This will feel uncomfortable. Remember our agreement to “Experience Discomfort”. This is for you and you will decide what to share from this experience.*
3. We ALL have biases that are not our fault. We become more powerful when we recognize them and understand where they come from.

For race or skin tone, I have a _____ automatic preference for _____.

I USED TO THINK...	NOW I THINK...

Media that has influenced my automatic preference Movies, TV shows, radio, ads, etc... •	Family and friends that have influenced my automatic preference •
- Name your racial or skin tone bias here -	
Overall messages from society that have influenced my automatic preference News, politicians, other “authoritative” messages •	Life experiences that have influenced my automatic preference •

***Be ready to speak for 3-4 minutes with one other colleague on your reflections.**