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Implicit Association Test

Instructions

1. Go to the website: <https://implicit.harvard.edu/implicit/iatdetails.html>
2. If you are not familiar with Implicit Association Tests, please read the overview of Project Implicit. If you are familiar, skip to #4.
3. (optional) Read the FAQs <https://implicit.harvard.edu/implicit/faqs.html>
4. Go to the Take a Test screen: <https://implicit.harvard.edu/implicit/takeatest.html>
5. Read the Preliminary Information, and click on “I wish to proceed.”
6. Take at least two tests. I recommend the test on Race.
7. Reflect on your responses.
8. To help you process your responses, please see this document: <http://kirwaninstitute.osu.edu/implicit-bias-training/resources/iat-results.pdf>

Please note that the IAT provides an opportunity for us to think about implicit bias and its potential effects on our attitudes and behaviors. It is not meant to diagnose nor draw definitive conclusions about individuals.

When I’ve worked with groups, sometimes individuals have focused on critiquing the test. I encourage you to be open-minded and curious about the test. If your results indicate something that doesn’t align with your values, please remember that the test was designed to discern ways that dominant beliefs are embedded in our subconscious mind.

As you may know, some scholars have questioned the credibility and utility of the IAT. Their concerns are worth noting. However, I believe that the test is a useful tool for understanding and trying to manage our individual implicit biases. In addition, my results of tests that I have taken have helped me to have more empathy for, and patience with, people who seem to be exhibiting implicit biases.