Self-Reflection Questions to Explore Implicit Bias & Microaggressions

- What biases have you witnessed or experienced within your library’s hiring practices?

- How would you rate your organization’s effectiveness in recruiting diverse employees on a scale of 1 to 10? 1 means the organization doesn’t work effectively across cultures. 10 means the organization is extremely effective. Reflect on why you selected the number you did.

- What is one cultural group that is difficult to retain with within your library and why?

- Who are my closest allies? Who are my closest colleagues? What similarities do we share (race, age, etc.)?

- What environment am I most comfortable in?

- When did I last feel uncomfortable or that I was not being included?

- When was the last time I welcomed a person different from myself into an activity, event or space?

- What have I done to educate myself about the marginalized communities I serve?

- What is one microaggressions you have witnessed or experience within your library? Did you say or do anything? How has this event impacted your relationship with the offender?

- When people discuss microaggressions, a common response is that they are “innocent acts” and that the person who experiences them should “let go of the incident” and “not make a big deal out of it.” Do you agree or disagree with this point of view?
**Implicit Association Test**

Project Implicit, a non-profit organization, is a collaboration between researchers who are interested in implicit social cognition (otherwise known as implicit bias). The Implicit Association Test (IAT) is an online research-based tool to develop an individual’s awareness of implicit preferences and stereotypes. This test may reveal that you have an implicit attitude that you didn't even know you had.

Here are instructions for completing the test:

1. Go to [www.implicit.harvard.edu](http://www.implicit.harvard.edu)
2. Under Project Implicit Social Attitudes, enter your email address and login as a guest.
3. Once you login, you’ll be sent to the Preliminary Information page. Please read the disclaimer, scroll to the bottom of the page, and click “I wish to proceed.”
4. There will be several versions (race, age, religion, weight, etc.) of the test available. You are free to choose which tests you would like to take.
5. When finished, you will receive your results as well as more information about the test and the performance of others. You can also go back and take another test.

Upon completing at least one test from the IAT, reflect on how the results made you feel and if there were any surprises based on your results.
Be Proactive: Overcoming Biases and Microaggressions in the Workplace
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Resource List


