

ASSESS YOURSELF REGULARLY ON UNCONSCIOUS BIAS - USE IAT

Company name : Allagi Cooperative d'Impact Sociétal

Activity sector : Enseignement

Company category : Fondation, Association, ONG

Description of the action

Your capabilities for inclusion is strongly impacted by how aware we are about our unconscious biases. Created by a non-profit organization, IAT is a tool founded in 1998 by three scientists. The mission of Project Implicit is to educate the public about bias and to provide a "virtual laboratory" for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of scientific knowledge about bias and disparities. Doing IAT regularly, this gives you evolution of your biases on specific topics or criteria: gender, age, ethnicities, weight, politicians... The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science.

Context

We don't always say what's on our minds. One reason is that we are unwilling. For example, someone might report smoking a pack of cigarettes per day because the one is embarrassed to admit that he/she smokes two. Another reason is that we are unable. A smoker might truly believe that he/she smokes a pack a day or might not keep track at all. The difference between being unwilling and unable is the difference between purposely hiding something from someone and unknowingly hiding something from yourself.

Objectives

The main objective is to measure and understand your own beliefs Doing IAT on a regular basis will help you monitor your evolution on a specific topic.

Approach

Go to the « project implicit » website and select among all the IAT that are available.
<https://implicit.harvard.edu/implicit/takeatest.html>

Impact

Assessing the fields and topics where you are more or less inclusive (strengths and weaknesses) Rasing awareness on your inner obstacles for more inclusiveness Increasing your personal power of inclusion

« To do »

Do run IAT when you are alone Start your first IAT with an easy one - with a topic you are comfortable with Be ready

to be deeply shaken by potential results of the IAT Do concentrate while running the IAT. Do not get disturbed by anything Use a PC - phone is definitely not recommended) Do not hesitate to redo a same test Do run several ones on a regular basis - at least once a month

« Not to do »

Do run IAT when you are alone Start your first IAT with an easy one - with a topic you are comfortable with Be ready to be deeply shaken by potential results of the IAT Do concentrate while running the IAT. Do not get disturbed by anything Don't run IAT with others - do it alone Don't panic after the first IAT results - do not judge yourself based on what is said Do not consider results as good or bad - there are "just" indicators. The most important is to monitor your evolution Do not share your results with others. They may push on you unwilling judgement Don't try to cheat to get "good" results - the goal is to assess your unconscious bias