



Day 2 - Personal Reflection & Implicit Bias

"Worse than being less than you, is if you are perceived as a threat" - John A. Powell, Leader of the UC Berkeley Othering & Belonging Institute

We all have bias. [Implicit bias](#) refers to the attitudes or stereotypes that shape our understanding, actions and decisions unconsciously. These kinds of biases happen involuntarily, often without awareness or intention. Research shows that years of structural and cultural constructs have deeply embedded stereotypes into our culture and, consequently, into our own subconscious. For example, [according to a recent study](#), companies are more than twice as likely to call minority applicants for interviews if they submit "whitened" resumes than candidates who reveal their race.

But, [research also shows](#) that we can actively rewire these neural associations by being more intentional about acknowledging our biases. Today's focus is on personal reflection—taking the time to uncover some of our own biases and reflecting on how we take control of these unconscious constructs.

Today's Challenge:

OPTION 1: Listen to the personal accounts described in United Way NCA's podcast episode "[We Are Not Okay](#)" on being Black in America and living through police brutality. (15 minutes)

OPTION 2: Go deeper and take [Project Implicit Hidden Bias](#) tests, created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn't make you a bad person—it only makes you human. (10 minutes)

TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone and other topics.

OPTION 3: [Watch the 26 mini films for exploring race, bias and identity with students](#) produced by the *New York Times*. Each story sheds light on a personal experience of bias from all ages and different socio-ethnic backgrounds. (5-15 minutes)