

Task 1: Implicit Association Test (Estimated Completion Time 30 Minutes) We will be exploring what implicit bias is and how this intersects with attitudes and actions. The first step in becoming astute at racial discourse is to explore and reflect on your own possible implicit biases. This activity is designed to help you with that. It is highly recommended that prior to taking the Implicit Association test, that you visit:

<https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>
for a brief but thorough description of why we ask you to do this.

Directions for Accessing the: Implicit Association Test

Go to the following site:

<https://implicit.harvard.edu/implicit/> Take "Project
Implicit Social Attitudes"

Choose "continue
as guest" Select
"Go"

Select "I wish to proceed" all the way to the bottom

Select "Race IAT" from the

list of tests THEN REPEAT BUT

SELECT "Sexuality IAT"

Reflect on findings and be prepared to share your thoughts, questions and/or concerns during the training. You will not be asked to disclose your findings – but will be expected to participate in the reflection on what it means to learn about your biases. Many folks have gone back and done other of the association tests, you should feel free to explore as many as you would like. This would be a one page reflection.

Reflect on findings and be prepared to share your thoughts, questions and/or concerns during the training. You will not be asked to disclose your findings – but will be expected to participate in the reflection on what it means to learn about your biases.

Task 2: Self-Assessment (Estimated Completion Time 15 Minutes) You are going to choose between two self-assessments found the next four pages. Select the one that fits you best. Follow the directions found on each one and read the page at the end of the self-assessment you selected.

For your reflection:

1. At what age did you first realize what your race was?
2. What do you remember from your childhood about how you made sense of human differences? If you have kids, is it different for them today than your own experience?
3. How have external factors influenced your thinking about racial difference? Good or bad? People, things, media, etc.?

Once you have completed this task, you might want to read the resource titled The Science of Equality.

Person of Color Racial Anxiety Self-Test

Ask yourself the following:

1. Do I feel nervous when a white person says “you people?”
2. Do I feel angry when white people tell me that I was only hired because of my color ?
3. When a white person wants to talk to me about race, do I feel nervous because I think they will become offended by my answers?
4. Do I feel angry or annoyed by the above questions?
5. Do I have a history of not speaking out on racism that I see and feel ashamed of that?
6. Does saying “Not all those people” or similar phrases make me feel better when someone calls people of color out for something?
7. Do I assume that I won’t get an apology when I feel like I’ve been unfairly accused of being angry about something that is racist?
8. Do I feel better when I hear white people say, “I know what it is like to be your people because I am (married to, parent, dated, friends with) a person of color?”
9. Do I feel annoyed or angry when white people talk about how hard their ancestors had it when they immigrated, or explain their own hardships when a person of color talks about being oppressed?
10. Do I think that racism would go away if people stopped talking about it?
11. Does being told that something I say, think, do, or otherwise value is not as important make me want to shut down, leave, or express my discomfort/displeasure in some way?
12. Do I feel annoyed or angry when white people need to state that they have friends/family who are people of color when someone accuses them of racism?
13. Do I feel the need to prove that I’m as good as my white colleagues?
14. Do I feel that my opinions and perspectives about race will be discounted by white people, that they will not believe I have something unique and important to contribute to the race conversation, and/or that I will not be fully listened to when I speak?
15. Do I feel the need to defend myself on any of the above points in the comment section?

If you answered yes to any of these questions, you are dealing with Racial Anxiety. Take time to reflect on why you feel the way that you do. Take time to listen to different perspectives.

Racial anxiety can be acute, experienced as physiological threat (and cognitive depletion in anticipation of and following an interracial interaction. When people experience the physical symptoms of anxiety during a cross-racial interaction, they often distance themselves, are less apt to share eye contact, and use a less friendly and engaging verbal tone – behaviors which can obviously undermine an interaction (Dovidio et al., 2002).

At its worst, racial anxiety can cause an emotionally unhealthy situation for people of color because of racial power dynamics and the weight of being responsible for white folks’ feelings while not having

space to express their own. There is also the weight that comes with people that you care about lashing out at and abusing you (verbally, emotionally, and/or digitally).

When we experience racial anxiety, we may not recognize it – and we are even less likely to recognize that the person with whom we are interacting may be experiencing it as well. Thus, as a result of “pluralistic ignorance,” whites and people of color are apt to behave in ways that confirm the other’s fears – failing to initiate contact through open body language, eye contact, and other non-verbal signals of welcoming interaction (Shelton & Richeson, 2005). The absence of this kind of body language makes both people appear unfriendly or unwelcoming. In sum, racial anxiety begets more racial anxiety.

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White Person Racial Anxiety Self-Test

Ask yourself the following:

1. Do I feel defensive when a person of color says “white people?”
2. Do I feel unsettled when people tell me that I benefit from white privilege?
3. When a person of color talks about race, do I feel defensive because they’re describing things that I do or think as racist?
4. Do I feel angry or annoyed by the above questions?
5. Do I have a history of embracing or growing up in racism that I feel ashamed of and so I need to show people that I’m not racist anymore?
6. Does saying “Not all white people” or similar phrases make me feel better when someone calls white people out for something?
7. Do I expect an apology when I feel like I’ve been unfairly accused of racism?
8. Do I feel better when I say, hear, or read, “It’s okay to be white?”
9. Do I try to convince people of color that they’re wrong about racism by pointing out people from their racial group who agree with me?
10. Do I feel the need to talk about how hard my ancestors had it when they immigrated, or explain my own hardships when a person of color talks about being oppressed?
11. Do I think that racism would go away if people stopped talking about it?
12. Does being told that something I say, think, do, or otherwise value is racist make me want to shut down, leave, or express my discomfort/displeasure in some way?
13. Do I feel the need to state that I have friends/family who are people of color when someone accuses me of racism?
14. Do I feel the need to prove that I’m not racist?
15. Do I feel that my opinions and perspectives about race should be given equal weight to that of a person of color, that I have something unique and important to contribute to the race conversation, and/or that it is unfair to be told to listen more than I speak?
16. Do I feel the need to defend myself on any of the above points in the comment section?

If you answered yes to any of these questions, you are dealing with white fragility. Take time to reflect on why you feel the way that you do. Take time to listen to different perspectives.

If you are white, then your experience with Racial Anxiety has been named White fragility (Robin DiAngelo). This anxiety is a hindrance to racial healing because it prevents white people from being able to engage with non-white people in honest conversation as they may feel that they are expected to bear the burden of catering to white people’s emotional comfort.

At its worst, white fragility can cause an emotionally unhealthy situation for people of color because of racial power dynamics and the weight of being responsible for white folks' feelings while not having space to express our own. There is also the weight that comes with people that you care about lashing out at and abusing you (verbally, emotionally, and/or digitally).

If we cannot talk honestly about the issues, then we cannot make progress.

*White Fragility, as defined by DiAngelo, is the result of white racial socialization. A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial comfort and status quo.

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Task 3: Where am I currently in learning to become anti-racist? (Estimated Completion Time 15 Minutes) Using the graphic below, circle any of the descriptors that you feel match how you think and act as it relates to your learning about anti-racism. The goal is for you to become aware of where you are in your “journey” so that you can more finely tune what you need to continue to grow.

Once you have circled the descriptors that best match your actions and thoughts, notice which of the three zones you are primarily operating in.

Reflection Question: How does this help you think about what your next steps might need to be?



Task 4: Understanding Privilege (Expected Completion Time 15 Minutes)

On your own, read through the following privilege statements. If you identify with one of the privileges listed, make a check mark.

	1. The leader of my country is also a person of my racial group. (RACE)
	2. When going shopping, I can easily find clothes that fit my size and shape. (SIZE)
	3. In public, I can kiss and hold hands with the person I am dating without fear of name-calling or violence. (SEXUALITY)
	4. When I go shopping, I can be fairly certain that sales or security people will not follow me. (RACE/APPEARANCE)
	5. Most of the religious and cultural holidays celebrated by my family are recognized with days off from work or school. (RELIGION/CULTURE)
	6. When someone is trying to describe me, they do not mention my race. (RACE)
	7. When I am angry or emotional, people do not dismiss my opinions as symptoms of “that time of the month.” (GENDER)
	8. When expressing my opinion, I am not automatically assumed to be a spokesperson of my race. (RACE)
	9. I can easily buy greeting cards that represent my relationship with my significant others. (SEXUALITY)
	10. I can easily find hair products and people who know how to style my hair. (RACE)
	11. In my family, it is seen as normal to obtain a college degree. (CLASS)
	12. If I am going out to dinner with friends, I do not worry if the building will be accessible to me. (ABILITY)
	13. I can be certain that when I attend an event there will be people of my race there. (RACE)
	14. People do not make assumptions about my work ethic or intelligence based on the size of my body. (SIZE)
	15. When I strongly state my opinion, people see it as assertive rather than aggressive. (RACE/GENDER)
	16. When I am with others of my race, people do not think that we are segregating ourselves. (RACE)
	17. I can feel comfortable speaking about my culture without feeling that I’ll be judged. (RACE/ETHNICITY)
	18. I can usually afford (without much hardship) to do the things that my friends want to do for entertainment. (CLASS)
	19. When filling out forms for school or work, I easily identify with the box that I have to check. (GENDER/RACE)
	20. I can choose the style of dress that I feel comfortable in and most reflects my identity, and I know that I will not be stared at in public. (GENDER/APPEARANCE)
	21. If pulled over by a police officer, I can be sure that I have not been singled out because of my race. (RACE)
	22. My professionalism is never questioned because of my age. (AGE)
	23. I do not worry about walking alone at night. (GENDER/RACE)
	24. People do not make assumptions about my intelligence based upon my style of speech. (RACE)
	25. When attending class or other events, I do not have to worry about having an interpreter present to understand or to participate. (ABILITY/LANGUAGE)
	26. I can book an airline flight, go to a movie, or ride in a car and not worry about whether there will be a seat that can accommodate me. (SIZE/ABILITY)
	27. People assume I was admitted to school or hired based upon my credentials, rather than my race or gender. (RACE/GENDER)
	28. As a child, I could use the “flesh-colored” crayons to color my family and have it match our skin (RACE)