

**Community Dialogue on Discovering our Hidden Biases:
What Does Race Have to Do with It?**

Sponsored by friends of the [Within our Lifetime](#) campaign to undo the effects of “implicit bias”

Facilitator Guide

Dialogue Goals **Total time = 90 minutes (2 hours if you show one or more video clips in Part 3)**

- Introduce the Within Our Lifetime Network and Campaign and the concept of implicit bias
- Help people who took the Implicit Association Test (IAT) reflect on the meaning of their test results
- Provide a space for people to share ideas about how they can continue to “de-bias” themselves
- Set the stage for more detailed community dialogues and activities early in 2015

Part 1: Getting Started (20 minutes)

The facilitator introduces her/himself and describes the mission of the Within our Lifetime campaign and goals for this dialogue.

1. Who are you? Say your name and where you live, work, or go to school.
2. What are your hopes as we begin this dialogue? What are your concerns?

Part 2: Guidelines (10 minutes)

To help this dialogue go well, let’s agree about how we are going to talk together. We can use the following list to start us thinking about our own guidelines:

- Be respectful.
- Everyone gets a fair hearing.
- Share “air time.”
- One person speaks at a time. Speak for yourself, not for others.
- If you are offended or upset, say so; and say why.
- You can disagree, but don’t make it personal. Stick to the issue. No name-calling or put-downs.
- Everyone helps the facilitator keep us moving and on track.
- Personal stories stay “in the circle” unless the group decides it’s OK to tell them to other people.

Tips for facilitators

- Welcome everyone.
- Explain that you will be facilitating the discussion – **not** joining in with your own opinions.
- Be careful not to take too much time reviewing the guidelines.
- Begin the questions by going around the circle and giving everyone a chance to respond to Question #1.
- After that, you don’t have to go around the circle in order – just make sure everyone has a chance to speak if they want to.
- Try your best to work through all the questions.

Part 3: Noticing Our Hidden Biases: What do We Make of Our Test Results? (45 minutes)

1. Test results from the IAT can be hard to interpret. How did you feel after reading your test results?
 - Did the results surprise you? Why?
2. Even if you've not yet taken the IAT, what makes you think this is something you want to know more about?
3. Where do you think your own hidden biases might be?
 - Where might your own hidden biases have come from? For example, what role did family conversations, things you learned in school, the news, or television have played?
4. In what ways might you work on your on hidden biases now that you've taken the Implicit Bias test?

Tips for facilitators

Part 3

- If possible, show at least one brief video to help illustrate the meaning of implicit bias. (See list of video resource below.)
- Have a brief definition of hidden bias in large print posted in the room.
- You don't have to cover every question. Choose the ones that you think

Wrapping Up (15 minutes)

1. How did it feel to be in this dialogue? What have you learned?
2. What has surprised you?

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Video Resources: Here are a few of the best videos we've found so far:

- ✓ "The Hidden Prejudice" produced by Scientific American Frontiers. This clip includes a brief conversation with Mahzarin Banaji (one of the inventors of the IAT) in which she explains how the test works. The clips also shows actor Alan Alda taking the IAT for gender bias.
<https://www.youtube.com/watch?v=2RSVz6VEybk> (7:57)
- ✓ From the 2013 America Healing Conference -- Brief excerpts from a panel with comments from Sharon Davies, Phillip Goff, and jon powell. (1:45)
<https://www.youtube.com/watch?v=EupFs7mVFzQ>
- ✓ Maya Wiley on MSNBC in July 2013 introduces implicit racial bias to explain some of what made the case involving George Zimmerman and Trayvon Martin so difficult to work through.
<https://www.youtube.com/watch?v=bU590o8SFU8> (2:18)
- ✓ Phillip Goff at the 2012 America Healing Conference
<https://www.youtube.com/watch?v=V1f0BdZv7zI> (1:12)
- ✓ Provides insight into how we are more likely to feel bias when we are distracted, busy, and have a lot on our mind.
http://www.theinvisiblegorilla.com/gorilla_experiment.html

For more information please visit www.withinoutlifetime.net