

IMPLICIT BIAS TRAINING & ASSIGNMENT

Implicit Bias refers to “the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.” ~ Kirwan Institute for the Study of Race & Ethnicity at Ohio State University

Saint Michael’s College, steeped in Catholic teachings and the Edmundites’ history of social justice, is dedicated to fostering a culture of diversity, equity, and inclusion. We strive for a diverse, supportive community where all members are respected and each person is noticed, celebrated, and appreciated. As such, we each have an obligation to ensure that all students, faculty, staff, and visitors experience a welcoming and supportive environment. With this understanding, we ask that each student completes the following module series prior to coming to campus this fall. Additional information is listed below.

“Saint Michael’s College’s vision of inclusion and diversity embraces not only racial and ethnic identities, but also gender, age, religion, language, ability/disability, sexual orientation, socioeconomic status, military service, geographic origin, and first generation/multi-generation college experiences.” <https://www.smcvt.edu/student-life/diversity-and-inclusion/>

Please complete this Implicit Bias Module Series. There are 4 modules that you need to complete. They can be found here: <http://kirwaninstitute.osu.edu/implicit-bias-training/>

Once you have completed the series, please submit a reflection paper answering the following questions. You can submit your one-page reflection paper to this email address: OfficeofStudentLife@smcvt.edu **This paper is due prior to the start of the spring semester but by January 12th.**

- Why does it matter that we understand that all people possess implicit biases?
- What are advantages and disadvantages to knowing that you have these biases?
- What are some possible consequences, positive or negative, to having a better understanding of your own biases?
- Describe your experience learning about stereotypes, perceptions, and implicit biases. What have you learned through these 4 modules? Please explain how what you have learned may be relevant to you as you start your college career at Saint Michael’s College.

*As a reminder, when quoting, paraphrasing, or citing another’s work, please be sure to appropriately credit the source to avoid plagiarism. According to the citation resources page on our library site <https://smcvt.libguides.com/cite/citations> :

Use **APA** for papers in psychology, education, and other social sciences.

Use **MLA** for papers in literature, arts, and humanities.