

Please complete this checklist after watching the Unconscious Bias Training video.

**1. Which of the following is an explanation for unconscious bias? Please select only one.**

- a) Unconscious bias is an unconscious assumption or prejudice that everyone has subconsciously.
- b) It is called "unconscious bias" because it is difficult to be aware of it, and one is unaware that a bias or prejudice exists.
- c) The targets of the bias can be gender, race, age, etc.
- d) All the above.

Answer: d)

All choices a)-c) apply as explanations of unconscious bias.

**2. Which of the following is NOT an example of an unconscious bias? Please select only one.**

- a) Being prone to short-circuiting thoughts in a stressful environment.
- b) Making decisions based on our emotional reactions first.
- c) Value the support and opinions of others to see through our biases and assumptions.
- d) Empathizing with other people's points of view is difficult, so it is better not to make such an effort.

Answer: c)

Choices a), b), and d) are examples of when unconscious bias is likely to occur. Choice c) "I value the support and opinions of others to see through my own biases and assumptions," which is essential for eliminating unconscious bias.

**3. Which assumption is an example of an unconscious bias based on attribution? Please select only one.**

- a) Men are better suited to be leaders in organizations than women.
- b) People are not comfortable with female bosses.
- c) Only some men are willing to take parental leave.
- d) All the above.

Answer: d)

All options a)-c) apply as explanations for attribute-based unconscious bias.

**4. Which of the following is true of microaggressions (minor harassments that occur in everyday life)? Please select only one.**

- a) Frequently interrupting conversations.
- b) Ignoring the presence of the person in front of them.
- c) Telling young people that they are inexperienced.
- d) All the above.

Answer: d)

As explanations for microaggressions, all options a)-c) apply.

**5. Do you think you have any of the following biases? Please select all that you believe you have.**

- a) You tend to identify with the dominant group at work, even if it differs from your original views.
- b) When you hear that someone has succeeded, you may assume they "just got lucky."
- c) You may shy away and say, "I can't do that."
- d) Even if you think the change would benefit you, you resist it because it is troublesome or scary.

The biases indicated by each choice in this question are as follows. Think again about your own unconscious biases.

- a) Majority bias: the tendency to want to match the words and actions of the majority.
- b) Attribution bias: the tendency to overestimate external factors, such as luck and environments, and underestimate internal factors, such as efforts and abilities, when understanding the behaviors of others.
- c) Imposter Syndrome: The tendency to underestimate oneself.
- d) Status quo bias: the tendency to prefer the status quo and avoid change.