Week 5 Group Discussion: Implicit Bias-Leader Guide

WAYS WE THINK EXERCISE

Read the following instructions to the group:

You will hear a brief prompt. In 10 words or less, write down the *first mental image you experience after the prompt.* Do not censor your images; you are anonymous in this exercise. It is important to be spontaneous. You will have 30 seconds for each item.

Sample – Pink Elephant

1. Freedom
2. Mexico
3. Ku Klux Klan
4. God
5. Criminal
6. Grandmother
7. Welfare Mother
8. Doctor
9. Alcoholic
10. 17 yr. old runaway

Once the group has completed each item, talk through the list and offer members a chance to share their images with the group. For each item, ask the group to look for common perceptions (e.g. gender, ethnicity, age, race, SES).

Where do these images come from? What makes them important? Why should we acknowledge our implicit biases?

How did group members react to the implicit bias tests online?

What can members do as individuals and as a group to overcome these default patterns of thought?

EMPHASIZE THAT THEY PRE-DATE OUR COUNSELING TRAINING AND CAN INFLUENCE OUR CLINICAL THINKING