

Reflection in Bias, Privilege, and Social Norms

This activity is meant to help you think critically about bias, privilege, and social norms through a LGBTQ+ lens. If you are unfamiliar with this language, feel free to use the definitions we have chosen, listed at the bottom of this page, to help guide in your reflection (*scroll down to view full instructions*).

First, visit Project Implicit online, available through Harvard University, a non-profit organization and collaboration between researchers interested in implicit social cognition. [Follow this link to the "Select a Test" page](#), scroll down, and select "Sexuality IAT". Follow the instructions and complete the assessment.

Using the questions below, reflect on your experience taking the assessment, your results, and the larger ideas of bias, privilege, and social norms.

1. What were your initial reactions to your results from the Implicit Bias Test? Did you expect the results you received?
2. Do you think the Implicit Bias Test was an accurate assessment of your bias as it relates to sexuality?
3. What factors do you think influence and support bias among people, communities, and cultures?
4. Can you remember events, people, national climate, or other things in your life that may have influenced your personal biases?
5. Why do you think this is important to the larger conversation of LGBTQ+ inclusion?

Bias: prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair; cause to feel or show inclination or prejudice for or against someone or something.

Privilege: privilege is a social theory that special rights or advantages are available only to a particular person or group of people. The term is commonly used in the context of social inequality, particularly in regard to age, disability, ethnic or racial category, gender, sexual orientation, religion and/or social class.

Social Norms: pattern of behavior in a particular group, community, or culture, accepted as normal and to which an individual is expected to conform.

