

## Pre-work for the *Cultural Humility: Tools for Success in Advancing DEI Training*

Please take one hour ahead of the workshop to engage in the following pre-work activities. We will start the workshop with a debrief of your experience of these activities. So, as you get into the pre-work, take note of how you are feeling as you go through each exercise using the questions below.

1. Take the anonymous [Project Implicit](#) test (10 min). This test was designed by Harvard to evaluate the test-taker's unconscious positive or negative associations with people groups. There are 14 different options to choose from (e.g., disability, religion, race), and you only need to take one. Choose the one that is most interesting to you!

### About Harvard's Implicit Association Test

The IAT measures the strength of associations between concepts (e.g., Black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy). The main idea is that making a response is easier when closely related items share the same response key.

When doing an IAT you are asked to quickly sort words into categories that are on the left and right hand side of the computer screen. The IAT score is based on how long it takes a person, on average, to sort the words different parts of the IAT. We would say that one has an implicit preference for thin people relative to fat people if they are faster to categorize words when Thin People and Good share a response key and Fat People and Bad share a response key, relative to the reverse.

Adapted from: <https://implicit.harvard.edu/implicit/iatdetails.html>

2. Watch the TED Talk [Verna Myers: How to overcome our biases? Walk boldly toward them](#) (17 min.)
3. Watch the following videos about inequity in public policy (30 min):
  - [Environmental Justice 101](#): a brief introduction to the concept of environmental justice and disproportionate impact based on race and income
  - [The Disturbing History of the Suburbs](#) by College Humor: a peppy short film, which covers redlining, the GI Bill, highway construction and school segregation
  - [Redlining](#) from Race: The Power of an Illusion: a documentary clip, which covers Levittown and federal housing policy; makes the connection about individual vs institutional racism
  - ['Man-Killing Jobs' and Environmental Racism](#) by the Atlantic: Residents of a steel mill town in Braddock, Pennsylvania reckon with a history of discrimination and its resultant health crisis.
  - [Chesapeake Climate: Urban heat islands](#) by CBP: The urban heat island effect can raise the temperature in cities, but urban tree canopy can help keep neighborhoods cool

**Notes**

What information is new and surprising to you?

Is there anything that “pinches” or feels uncomfortable?

Any ‘aha’ moments?