### MN Implicit Bias Pilot Training Project:

**“Exploring the Impact of Implicit Bias on Fairness in the Courts”**

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**Pre-session Assessment**

*This assessment is designed to assess your level of knowledge prior to participating in the pilot session on Implicit Bias. Your individual results are confidential.*

**Please circle the most appropriate response to each of the following questions.**

1. Which of the following thought processes are activated automatically, without conscious awareness?
   - a. Implicit bias
   - b. Explicit bias
   - c. Profiling
   - d. All of the above

2. Research has shown that unconscious or implicit bias:
   - a. exists in only a few jurisdictions in the US
   - b. does not occur in people who are free of explicit bias
   - c. is related to behavior in some situations
   - d. All of the above

3. Implicit bias:
   - a. is produced by the unconscious processing of schemas and stereotypes
   - b. is not influenced by an individual’s belief that people should all be treated the same
   - c. is difficult to alter
   - d. All of the above

4. Which of the following techniques have been shown to limit the influence of implicit bias?
   - a. Check lists
   - b. Paced, deliberative decision-making
   - c. Exposure to positive, counter-stereotypical exemplars
   - d. All of the above

5. The Implicit Association Test (IAT):
   - a. measures response time
   - b. pairs a value judgment (e.g., good or bad) with a stimulus such as a photo of someone
   - c. should not be used to diagnose a particular individual as being biased
   - d. a and b
   - e. All of the above

6. What evidence do we have that implicit bias exists?
   - a. Analysis of criminal justice statistics
   - b. Scores on tests that measure implicit bias (e.g., IAT) have been shown to correlate with behavior
   - c. Magnetic Resonance Imaging (fMRIs)
   - d. b and c
   - e. All of the above

7. Justice professionals can fail to recognize the influence of implicit bias on their behavior because:
   - a. They are skilled at constructing arguments that rationalize can their behavior.
   - b. The large volume of work they are required to do makes it difficult to be cognizant of implicit bias
   - c. They do not believe they are biased
   - d. All of the above

8. Methods to consider when managing implicit bias are:
   - a. Exposure to stereotypical images
   - b. Adherence to use of procedure and checklists
   - c. Reduce cognitive load in situations at high risk for bias
   - d. a and c

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