



The Next Gen LEAD program (Maccabi Victoria Leadership Program) invites Club Presidents or a Club Committee Rep to their next session tomorrow night, Wed 7 August where Maccabi Victoria Hall of Fame member, former Olympian and ‘Change our Game’ Ambassador, **Tal Karp** will be presenting a session to our Leadership Group on Managing your Unconscious Bias - how that affects issues facing Maccabi & strategies to overcome this to achieve true success.

If you are interested in attending, please advise Jacquie by end of today. Any queries, please call Jacquie on 9563 5885.

- You will need to complete a “Hidden Bias” test before tomorrow which will be submitted anonymously. Please see all the instructions below.
- As well as completing the test, we need you to bring in the following:
 1. Your smartphone
 2. Your smartphone charger or better still, have your smartphone FULLY CHARGED before arriving to the session. If in doubt, bring a recharger or your powerpoint charger.

Everything else will be supplied.

Thanks so much and please read the following instructions carefully and remember to COMPLETE THE TEST USING PURE SPEED as this is the only way the results can be indicative of our true hidden bias. If you think too much, or take too long to respond using the keys, then it won't give any true meaning.

What you need to do before the workshop

Before attending the session, you will need to complete an online Implicit Association Test (IAT).

The IAT will take about 10 minutes. You will not be identified by your results – however, you will be asked to submit them anonymously in a poll on the training day.

What is an IAT?

IATs are used to help us become aware of the hidden biases that affect our thinking. They measure the strength of our associations between concepts (e.g. male/female) and stereotypes (e.g. career/family).

The IAT you will complete has been developed by Project Implicit, a not-for-profit organisation set up by scientists from Harvard University, the University of Washington and the University of Virginia.

How do I complete the IAT?

Take the following steps to access and complete the IAT.

1. **Please access the IAT here through your smartphone:** <https://implicit.harvard.edu/implicit/takeatest.html>.

It's easiest to use a smartphone or iPad. If you are using a computer, please access the test through Google Chrome, Mozilla Firefox or Safari. Please note Javascript and Cookies must be enabled. Mac Users should not use Internet Explorer.

Please note, the IAT you are to complete is only accessible in the American version of Project Implicit. The link above will take you directly to the American version.

2. **Please click "I wish to proceed"**
3. **Select the Gender-Career IAT**
4. **Select "Continue" to enter the test;** then follow the instructions to commence the test
5. **Skip the Questionnaire and Demographics**

After selecting 'continue', you will be invited to fill out answers to a series of questions about yourself. **There is no need to answer these questions.** Please click "**decline**" (or "decline to answer" for computer users) in the bottom right hand side of the Questionnaire screens and Demographic screens.

6. **Complete the test**

Complete the test **as quickly as possible**, following the instructions in the IAT.

7. **Please record your results**

You will not be identified by your results and you do not need to report them to Project Implicit. You will, however, need to make a note of your results. You will be asked to submit them anonymously in a poll on the training day.

Please write down your results exactly as they appear in the grey box with the heading "Here are your results".

8. **If you have time, complete another IAT**

If you have time, please select another IAT that interests you and bring along your results to the training day.

You can navigate back to the list of IATs by returning to <https://implicit.harvard.edu/implicit/takeatest.html> and clicking "I wish to proceed".