

I took an implicit bias test that asked me to categorize images of Black and White women based on words written above their heads, labeling them as either positive or negative. Initially, I struggled because I focused too much on facial expressions rather than the words, which caused me to miscategorize a lot of them. As a result, I quickly realized I was making snap judgments based on my own implicit biases, particularly focusing on physical appearance instead of the content provided. Although I didn't receive a final result, the mismatch between my explicit self-reported attitudes (how I consciously view Black and White women) and my implicit biases (the snap judgments I made) became evident. I was surprised and a bit guilty when I realized how much I was relying on stereotypes. This feeling was especially strong because, as an African American woman, I know how harmful these biases can be, and it made me uncomfortable to see that I was, in a way, perpetuating them. It was difficult to confront this part of myself, and I felt defensive, as it challenged my self-perception of being unbiased. The consequences of this mismatch could be harmful in situations like hiring or personal interactions, where unconscious biases might lead to unfair treatment of others. I think my implicit biases stem from years of exposure to societal stereotypes and media portrayals that shape our perceptions of certain groups. To address these biases, it's important to be aware of them and challenge these assumptions by exposing myself to more diverse perspectives and consciously questioning my judgments. The advantage of knowing I have biases is that it pushes me to become more mindful and intentional in how I interact with others, making me more conscious of the way I make decisions. On the other hand, it can also be uncomfortable to confront these biases, and it may make me feel guilty or self-conscious. Implicit bias tests can be useful in organizations as a starting point for raising awareness about biases, but they should not be the sole factor in making decisions. Instead, they should be part of a broader initiative that includes ongoing training and open discussions about diversity and inclusion. This approach helps ensure that bias doesn't unfairly impact outcomes like hiring or promotions while giving individuals the chance to confront and address their biases in a constructive way.

# Reflection Paper Theory Report Bias Discussed

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and the underlying neuromuscular control system to walking during daily living Another research area where lab based movement assessments have led to conflicting findings is the field of sports injury prevention Many neuromuscular training programs have been shown to be effective in reducing the sport injury rate in athletes by 30 50% or more in a variety of different multi directional sports Nevertheless lab based assessments of the same athletes who completed those training programs were often not able to detect improvements in motor control of sport specific movements or a reduction in joint loading two factors thought to be closely linked with sport injury risk This disconnect suggests that lab based assessments of movement and motor control are often poor indicators of player behavior during real game scenarios and may limit our ability to screen athletes for injury risk or monitor their progress in rehabilitation These examples highlight that we should strive for the assessment and investigation of human movement and motor control in natural environments i e where individuals patients athletes or other groups of interest perform explore and interact under real world conditions **Rural**

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