Discussion Post.

Name

Professor

Institutional Affiliations

Course

Date

Discussion Post 2

I got new perspectives after taking the Race IAT, Gender-Career IAT, and Disability IAT tests. I also learned more about how racism functions in society and the ideas of implicit and common sense racism advanced by Haney López and Tatum. I learned that I might have certain racial, gendered, and disability-related implicit prejudices and unconscious connections. Due to cultural factors and societal upbringing, these biases may be profoundly established. I have to understand that these prejudices may not necessarily reflect my conscious opinions or values. As a result of the findings, I now has the opportunity to actively challenge and unlearn these prejudices through education, honest communication, and exposure to various viewpoints.

Through the tests, I discovered how racism functions in society. I understood that racism is profoundly ingrained in both unconscious biases and systemic structures and is not only limited to overt acts of discrimination. For instance, my performance on the Race IAT test might have revealed an implicit bias favoring one racial group over another. This shows how bias and stereotypes in society have a pervasive impact on how people think and act. The need for continual, both individually and collectively focused efforts to address and eradicate systematic racism is made clear by my experience.

I can use the justifications for implicit and everyday racism offered by Haney López and Tatum to better understand the results of this test. According to Haney López, implicit associations are frequently used to reinforce underlying racial biases that have become commonplace and embedded in society's everyday behaviors. The manifestation of this common sense racism may be seen in the findings, which also demonstrate latent biases that I was not consciously aware of.

Tatum's theory of unconscious racism and my test results are consistent. Even if a person consciously rejects racism, they may still harbor unconscious biases and attitudes that are referred to as implicit racism. My experience serves as a reminder of how crucial it is to identify and address these unconscious biases because they have the capacity to affect perceptions, choices, and interactions.

**References**

Haney, I. F. (2009). *Racism on Trial*. Harvard University Press.