

Emma Crawley

HUSS130 Report

HUSS130- Cultural Competence Human Services

Bryant & Stratton College

Dr. Jimenez

11/25/2023

Topic Choice	Personal Identifiers	Findings/Results	Personal Perspective
<b>Gender - Science.</b> This IAT examines whether the test taker tends to associate liberal arts with females and science with males.	I identify with being female.	My responses indicated I have a moderate tendency to associate males with science and females with liberal arts.	I somewhat agreed with the findings because in my family, men were the primary providers for the family, and women took care of the home and the children. However, I think times and social situations have changed now, and I would hope that if I were to have a "house husband/partner," I would be perfectly fine with a role reversal. Furthermore, I do not entirely agree that men are not connected to liberal arts. Men are artistic and enjoy music and dance just as much as females enjoy nature, research, and science-based career goals.
<b>Insert your 1<sup>st</sup> topic here.</b>	Religion  This IAT examines my thoughts on Christianity, Islam, and Judaism.	My results indicated that I have a strong preference towards Christianity. It also showed that I have a moderate preference towards Judaism over Islam.	I mostly agreed with my findings, because I have a strong preference towards Christianity, because I profess to be a Christian. I lean more strongly towards Judaism because it aligns with my beliefs more than Islam.
<b>Insert your 2<sup>nd</sup> topic here.</b>	Race  This IAT examines my thoughts on associating black and white with words that are good or bad	My results indicated that I was slightly faster at associating bad and black than bad and white. I was also moderately faster with associating good and white, than with good and black.	This test made it seem that I am racist because of my results. Really, I just got faster as the test went on. It associated bad and white first and good and black first, and I was still getting used to the keys. I would not say that my test results were completely accurate in my beliefs.
<b>Insert your 3<sup>rd</sup> topic here.</b>	Age  This IAT test examines my thoughts on my preference towards young and old people	My results indicated that I have a stronger preference towards young people than old people.	This test was mostly accurate because I do have a stronger preference to be around young people. I just turned 20 years old, and I am still a part of the young generation. I do not have anything against old people, but I do prefer to be with people who are young.

### HUSS130 Report

There are many stereotypes in society and culture today that it can affect one's unconscious bias, leading to discrimination. One of the major topics that divides society and culture is religion. There are so many stereotypes and misconceptions of Christians, people who are Muslim, and those who believe in Judaism. Many people believe that Christians are stuck up and have too many rules to follow in their religion. Unfortunately, this can be true of some people who are Christian, but that is not what God calls them to live like. They are called to love everyone, and to have good morals to please God. The most common misconception of Muslims is that they are violent, and do not believe in peace. Devout Muslims really believe in peace and harmony. Another misconception is that they treat women poorly, by making them cover their hair and stay home. Women who are Muslim, do this by choice, they believe in modesty and that it respects God. There are also misconceptions of Judaism that lead to prejudice and discrimination. One would be that they must follow all the commandments, or they will not go to Heaven. People who believe in Judaism know that it is impossible to keep all the commandments, but they must do their best to keep them to honor God. It is unfortunate that these misconceptions of different religions can cause discrimination. It is important as a society to learn about different religions to be able to converse and learn more about each other's cultures and beliefs.

Discrimination in the workplace is common due to unconscious biases formed by stereotypical judgements. An example of this would be age, employers will not hire certain people if they are over or under a certain age. When employers look through resumes, they want to find someone who meets all qualifications but can stay at the company for a long time. When

looking for a long-term employee, unconsciously they are going to choose someone who is young, but still has experience. If someone applies to a job that is over 50, they have a lesser chance at receiving a job over someone who is in their mid-20's or 30's. This is also true when employers are looking for someone who can handle manual labor. They may require their employee to be able to lift a certain weight and be on their feet for long periods of time. Employers often use their unconscious bias to choose someone who is young and qualified, over someone who is older, even if they have a lot of experience.

My IAT results were mostly accurate, but some of the results surprised me. The first test that I took was about religion. It tested me on what religion I preferred over others. The three religions that it went over were Islam, Christianity, and Judaism. I was not surprised that I leaned strongly towards Christianity, because I am a Christian. I also learned that I prefer Judaism over Islam as it aligns with my beliefs more. The second test that I took was about race, and these results surprised me the most. The test showed that it was easier for me to associate good and white together, than it was for me to associate good and black. I was confused when it switched the second time to good, black, bad, and white. I also would say that it made it seem that I was racist, when I know that I am not. The third test I took was about age. These results did not surprise me as I prefer to spend time with younger people than I do with older people. Overall, these tests showed a lot about my character, and I would like to retake them to see if my results would change at all.

The IAT results will help me understand how I should communicate with people who are different from me. When I interact with people who have a different religion for me, it is important that I do not judge them for what they believe in, but to simply have a conversation with them to get to know them better. When I communicate with people of a different race, I

would never treat them any differently from anyone else. If they speak a different language and I am working in the healthcare field, I will simply ask for a translator to help me understand them as best I can. When I communicate with people of different ages there may be differences in how I interact with them. When I talk to children, it will not be the same as if I am speaking with an adult or elderly person. I understand how to be respectful towards people of all ages, and how to interact with them appropriately. Overall, these test results will help prepare me when interacting with people who are different from me.

My own personal identity and biases may impact how I work with clients, but I would never let it affect the quality of care that I provide for patients. Before I enter the medical field, I want to make sure that I am knowledgeable of various cultures, religions, and backgrounds. By doing this, I will be able to understand different patients' cultures and help give them high quality care. This is especially important when providing care in the human and social services field. When patients feel misunderstood because of their culture, this can make it difficult for them to want to keep coming back to the same agency. It is important to have a staff knowledgeable of many cultures to respect their wishes due to their culture or religion. I would never get into an argument over culture or religion with a patient. My goal would be to get to know them better by asking them questions about their life, to give them the best care possible. Overall, my personal identity and biases may have an impact on my work with clients, but I would not let it impact the quality of care that they will receive.