

AUGUST PROGRAM MEETING

Journey Through the ADA

Speaker: W. Kirk Turner
Newton, O'Connor, Turner & Ketchum

Tulsa Marriott
Southern Hills
1902 East 71st Street

August 18, 2010

Program Meeting 11:15-1:00
Workshop 1:30-3:30

Sponsored By:



~ IN THIS ISSUE ~

- August Meeting1
- TAHRA Partners2
- President's Letter3
- TAHRA Registration4
- Membership5
- Legislative Update6
- August Learning Lab.....7
- Leadership Development8
- Metro TAHRA9
- Managers & Supervisors Workshop10
- Diversity Matters11
- Coming Attractions12

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Broken Arrow, OK 74014



TAHRA NEWS

August 2010

AUGUST MEETING

Journey Through the Americans with Disabilities Act - What You Need to Know

Speaker: W. Kirk Turner, Newton, O'Connor, Turner & Ketchum

The Americans with Disabilities Act is one of the most litigated and misunderstood employment laws in our nation's history. Now that the ADA Amendments Act has been in force the last year or so, it is time to look at the impact of the new law on issues like "Who is disabled?", "Who is a qualified person with a disability?", "What are reasonable accommodations?" and many other important, practical compliance and management questions.

As an HR professional or a member of management in your organization, you will not want to miss this fast-paced, interactive presentation by W. Kirk Turner of the Tulsa law firm, Newton, O'Connor, Turner & Ketchum. Kirk is one of the most knowledgeable and sought after speakers in the country on labor and employment law

topics, and is a regular presenter for TAHRA, the Oklahoma State HR Conference and many other HR and professional associations. Kirk's practical and humorous training sessions provide valuable and useful information for anyone seeking to understand or comply with the ADA. If you find navigating the ADA or managing employee medical or leave issues challenging, you must attend this Program Meeting.

There will be a 2 hour Supervisory Training presented by Kirk Turner immediately following the Program Meeting. The topic is Harassment and Discrimination Prevention Training for Supervisors and Managers and registration is separate. Go to Page 10 for more details.



W. Kirk Turner, Newton, O'Connor, Turner & Ketchum

Kirk Turner is the leader of the firm's Labor and Employment Law Group and spends a great deal of his time providing proactive counsel and training to employers of all size. Kirk has more than 20 years of experience in labor and employment law, has been regularly recognized as one of the Best Lawyers in America and has been honored as an Oklahoma Super Lawyer in the area of labor and employment law. Kirk has also served on the Board of Directors for TAHRA and the Oklahoma State Council for Human Resource Management for more years than he can count.

WE NEED YOU!
GET YOUR MESSAGE OUT TO THE LARGEST AREA POOL OF HR CONTACTS!

PROGRAM SPONSORS NEEDED

If your company is interested in being a sponsor or you know of a company that would be interested please contact Shahla Wright at 641-2579 or sWright@cbizmmp.com



TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.



TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

Cost - \$500 annually



TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off **all** sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

Potential Average Savings - \$1,020 annually!



TAHRA Partner Registration

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Return Registration to: Susan McGinnis, fax:(918) 369-5906 or email: susan@benex.org
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PRESIDENT'S LETTER

Bryan Wempen
2010 TAHRA President

It's interesting that all I could think of while starting this month's President's Letter resembled an introduction for a \$.99 cent novel... *It was a "hot" summer day as I (insert activity) in Tulsa.*

I'm always humbled and more excited than ever to be part of our Tulsa area HR community as well the Oklahoma and National SHRM organizations. I wanted to personally express my appreciation and pride of our TAHRA members who volunteered, supported and attended the 2010 Oklahoma State HR Conference in May. Once the counting was done and the dust cleared a bit we had the largest conference attendance in Oklahoma's history of holding HR conferences. TAHRA also set the record for the most chapter members attending a conference, so congratulations to TAHRA, Tulsa and Oklahoma's HR professionals for this year's conference success! Next year's conference will be held in Norman, OK in May 2011 and I'm sure to see you all there. I'm also excited to announce that TAHRA was named the conference host for 2012, so we're "bringing-it-back" to Tulsa!

Speaking of conferences, I wanted share some thoughts from San Diego's National SHRM conference I attended with the support of my employer a few weeks ago. My thoughts are always hopefully wrapped in a realistic version of what I feel would be valuable to our Tulsa HR community, and "us" as HR professionals.

1. Conference attendance was up by approximately 50% over 2009 in New Orleans.
2. SHRM appeared to be more focused on serving its customers which are us, the HR professionals that comprise the membership.
3. SHRM has launched new initiatives to support its chapters more directly by tailoring resources that Chapter Leaders will use to benefit our local chapter membership.
4. HRCI is going through an overhaul of their website and process to make it more user friendly for managing your recertification hours.
5. Social Media was one of the big topics, both for discussion and action at SHRM. They sponsored a team of four HR Bloggers called the "Blog Squad" who did daily blogging, posting, and tweeting about the conference. One of the four was Oklahoma's own Jessica Miller-Merrell, SPHR from the OKC Chapter. .

We're currently at the mid-year point for TAHRA, so I wanted to report a little Chapter "data" as well as share what to look for in the coming months.

Current Membership: 490 members	2010 Membership Goal: 521 members	
Professional Certifications	Total	Percent of Members
PHR	191	39%
SPHR	62	13%
GPHR	1	0%

The above data is always available to members. After logging on the website, look under Member Statistics. As you can see from the data we've got a little bit of climb to make our goal numbers for membership in 2010. We definitely need some help from current members to recruit new or return members. Just share the value you receive throughout the year from being a TAHRA member. If you know someone in HR who is interested in TAHRA please contact Chris Cable, VP of membership, any TAHRA Board Member or myself to visit with your "recruit" and share the benefits of TAHRA.

We are fitting in as much as we can in 2010....programs, labs, golf, seminar, summit, training and hopefully even more! Please check out the events calendar as we are adding information weekly about the where, what and when of happenings.

Lastly, what can you expect from me as President?

First, I would really like to get to know as many as I possibly can of TAHRA's close to 500 members. Of course I already know many of you but there are lots of wonderful members I don't know yet. So, if you have time and interest, please reach out to me just to say "Hi" or offer feedback (whether it's praise or a candid suggestion for improvement). I truly mean that "my door is always open." Or nowadays, it's more like: "my email and voicemail are always being checked."

Second, I'm committed to improving on what we've accomplished in the past, as well staying current with the voices of our members.

Third, I want to make sure that TAHRA is an inviting, friendly, enjoyable and professional place to grow your knowledge and network of peers.

I do have an expectation for you, also. I expect that you will continue to show your support for TAHRA. Share your praise for TAHRA with others. Share your complaints with me. Your feedback is important, as we are always planning how to deliver value and return on your investment for your TAHRA membership.

Let's make August our "Back to TAHRA" month! See you then.

Bryan Wempen
2010 TAHRA President





TAHRA

Annual Golf Tournament

Thursday, September 23rd

Shot-gun Start at 1:00 p.m.

Battle Creek Golf Club



Players and sponsors can register on our website.

MONTHLY MEETING REGISTRATION ONLINE!

Ann Ferguson, Registration Committee

Want to avoid waiting in line at TAHRA program and event registrations? The best way is to register online. Our meetings are well attended and we love that! The problem arises when we get more walk-ins than expected. This leads to having a waiting time to register, having to set up more tables, running out of hand-outs, and the possibility that people who did pre-register have no seats or meals because other people arrived early for the meeting, but didn't register.

Our new website is fabulous about being *easy to register and pay*. We can also track how many events you attend in a year. This is most helpful for maintaining your certifications. It could also be helpful for companies that want to track the events you attend. You must register for each event online in order for us to do that.

Paying at the time of online registration is also a way to make our registration process go smoother. If you must pay at the door you can speed up your trip past the registration desk by having your check made out before you get there.

See you at the August Meeting!



MEMBERSHIP

Chris Cable, VP Membership

TAHRA Membership Campaign

Our current membership base has grown to 490 members. We still have time to grow our membership and need your help! Brandon Burris with Glendening McKenna Prescott & Robertson have donated \$500.00 to our membership campaign, which will be awarded in the form of \$100.00 gift cards at monthly TAHRA meetings. Anyone that refers a qualified potential member will go into the next month's drawing. We encourage everyone to take advantage of this opportunity to refer and connect TAHRA with HR professionals not engaged with our group! Our next winner will be announced at the August meeting, so please refer HR professionals to join!

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WELCOME NEW MEMBERS...

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Brenda Melancon	Secure Agent Software
Cheryell Romere	Student
Sarah Weiher	Student
Natalie Sanders	Hilti
Donna Neil	Cooper Natural Resources
Marcus Paul	Community Action Project of Tulsa County
Lori Rowen	Accounting Principals
Kelley Evans	Industrial Oils Unlimited
Diane Russell	Gibbs Armstrong Borochoff Mullican & Hart PC
Carolyn Barnett	Student
Bruce Richardson	Lowes Home Improvement Warehouse
Joshua Mahaffey	Graebel Oklahoma Movers, Inc.
Susan Boggs	Precision Components
Anne Foster	Hilti Inc
Joseph Miller	IC of Oklahoma LLC
Kari Mace-Russell	RAE Corporation
Sarah Singleton-Wolfe	Health Care Service Corp
Normajeane Tomasko	Holland Hall School
Diana Revis	American Home Patient
Julie Fowble	Landscape Innovations



U.S. Supreme Court Allows Employees to Challenge the Recent Application of Long-Standing Employment Practices

In a unanimous opinion authored by Justice Antonin Scalia, the United States Supreme Court ruled that a plaintiff who does not file a timely charge alleging the *adoption* of an employment practice may still assert a disparate-impact claim in a timely charge challenging the employer's later *application* of that practice as long as he or she alleges each of the elements of a disparate-impact claim. *Lewis v. City of Chicago*, Supreme Court of the United States, No. 08-974 (May 24, 2010).

In July 1995, the City of Chicago administered a written examination to over 26,000 applicants seeking to serve in the Chicago Fire Department. The City then divided the applicants into three categories based on exam scores – “well qualified,” “qualified,” and “unqualified.” The City drew randomly from the “well qualified” applicants to proceed to the next stage of the hiring process. Over the next six years, the City exhausted the list of “well-qualified” applicants and started drawing from the “qualified” applicant list.

On March 31, 1997, Crawford Smith, an African-American applicant who scored in the “qualified” range and had not been hired as a candidate firefighter, filed a charge of discrimination with the EEOC. Five others followed suit. Two-months later, all six applicants sued the City under Title VII alleging that the City's practice of selecting only applicants in the “well-qualified” range caused a disparate impact on African-Americans.

Title VII prohibits both intentional discrimination (“disparate treatment”) as well as unintentional discrimination that results from practices that, while not intended to discriminate, have a disproportionately adverse effect on members of a particular classification (“disparate impact”). To institute a valid EEOC charge, individuals must file their charge of discrimination within 300 days “after the alleged unlawful employment practice occurred.” 29 U.S.C. § 2000e-5(e)(1).

Here, the City argued that the applicants failed to institute a timely EEOC Charge because they objected to the City's decision to adopt the cutoff score well after 300 days had passed. The applicants responded that their objection was not to the original decision to adopt the cutoff score, but rather, the City's later implementation of that decision. The City countered that even if the original decision to use the cutoff score may have been unlawful, the applicants could not later challenge the implementation of the decision because they did not timely challenge the original decision.

The Court sided with the applicants, finding they had alleged a prima facie disparate-impact claim by showing that the City “*use[d]* a particular employment practice that cause[d] a disparate impact.” (emphasis added). Although the Court did not decide whether the applicants adequately proved their disparate impact claim, the Court found that “what matters is that [the applicants'] allegations, based on the City's actual implementation of its policy, stated a cognizable claim.”

The Court recognized that its decision could create a “host of practical problems for employers and employees alike,” including that, “[e]mployers may face new disparate-impact suits for practices they have used regularly for years.” However, the Court noted that “it is not our task to assess the consequences of each approach and adopt the one that produces the least mischief. Our charge is to give effect to the law Congress enacted.”

In disparate impact cases, no longer are Title VII time limitation periods to be strictly construed by ascertaining when the original discriminatory employment action occurred. Rather, each implementation of an employment practice can constitute separate and new discriminatory acts, constantly restarting the limitation periods. The fact that employment policies were established well outside the limitations period does not protect an employer that continues to use a legally defective policy.

PRACTICAL POINTERS:

- ~ Ensure that all policies are created, drafted and communicated in a non-discriminatory manner
- ~ Ensure that all policies are legally compliant and reviewed regularly
- ~ Monitor and reuse policies, if necessary, to ensure they meet the stated goals in a non-discriminatory fashion
- ~ Regularly train supervisors and managers on employment practices, including harassment/discrimination prevention and other important legal compliance topics
- ~ Regularly train employees on their rights, obligations and responsibilities under the employer's policies and procedures

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at ktturner@newtonoconnor.com.



AUGUST LEARNING LAB

Patty Smith, VP Education

August 26th ♦ 2-4pm ♦ TTC Career Services Center ♦ Lemley Campus

Coaching For HR Professionals:

Improving Your Skills as an Internal Consultant to Your Organization

Presented by Dave and Debra Foreman, Foreman & Associates, Inc.

All management representatives have ample opportunity to utilize coaching skills to influence improved performance among the staff in their departments. However, by the very nature of their roles, HR professionals have a broader organizational perspective and even more numerous opportunities by the very nature of their role to influence the growth of enterprise-wide capability. This presentation will provide an introduction to a Coaching Model appropriate for enhancing both individual and organizational performance. The presentation will address how to consult with managers using the Coaching Model to help them introduce and optimize HR systems and processes.

The presentation will provide participants an opportunity to understand:

- *A definition of “coaching” and how it varies from other types of intervention methods (directing, correcting, disciplining, selling)*
- *Various workplace situations in which coaching is an appropriate intervention method (and when it is not)*
- *A brief overview of the research on performance improvement methods and what makes the most difference in successful coaching*
- *A proven model for coaching*
- *How to apply the coaching model to a personalized specific situation from their own workplace*

Dave and Debra Foreman

Presenters, Dave and Debra Foreman are principals of Foreman & Associates, Inc. an organizational and personal development consulting firm based out of Tulsa, Oklahoma which has been in business since 1996. The focus areas of the firm include: Organizational Diagnosis, Group Learning Experiences, Executive and Personal Coaching, and HR Outsource Services.

Dave has managed domestic and international consulting projects for clients in the petroleum, manufacturing, municipal government, educational and service sectors. He began his career as a crisis counselor, trainer and community development specialist and then joined Cities Service Oil & Gas Company where he served for many years as manager of human resources and services for Oxy USA's Houston Division and Southern Region. He earned a Bachelor's degree in psychology/social work from the University of Arkansas, with further concentration in public administration. He holds practitioner certifications in neuro-linguistic programming as well as numerous instructional licenses. Dave has served as president of the Tulsa chapter of the American Society of Training and Development, and is currently President of the Board for Volunteer Central of Greater Tulsa.

Debra has more than twenty-five years experience in the energy, aviation repair and manufacturing industries. She has directed human resources, organizational development and administrative functions for both domestic and international companies. Beginning her career with Cities Service Oil Company, Debra gained further business experience as Director of Organizational Development for Santa Fe Minerals. NORDAM then recruited Debra to join their executive staff as Director of Corporate Development with accountability for HR, OD, internal communications and public relations. She returned to the energy business as Vice President Administration for an independent oil exploration company. In late 1999, Debra transitioned from her career as an internal executive consultant to join Foreman & Associates, Inc. She holds a BSE from Oklahoma Christian College, and a Masters in Adult Education and Psychology from the University of Tulsa. She holds a variety of instructional licenses and certifications in management training.



Leadership Development

Jennifer Remmert, VP Leadership Development

Despite the state of the current economy, many employers and organizations, including TAHRA, are investing in leadership development efforts in hopes of not being caught short of capable leaders when the economic times get better.

In 2010, TAHRA has also broadened its focus on leadership development and expanded its leadership development committee to further define our role and provide additional learning and development opportunities in support of TAHRA's talented HR professionals.

The committee will continue to help TAHRA members think about leadership development in a new ways and introduce additional resources to the organization, such as a mentoring pilot program for interested TAHRA members coming later this year. This is a unique time to develop leadership not only throughout your organization, but in yourself as well. Think about these opportunities...

- Difficult times leave individuals and companies more open to positive change than ever before;
- Post-recession, the war for talent will further increase as will the competition to retain your top employees; and
- An investment in leadership development is a way to accelerate recovery and growth in your organization while supporting your own career development!

To further support this focus on leadership development, TAHRA's Leadership Development committee is offering a summer reading club for 2010. Participants in this summer's TAHRA reading club will read a Center for Creative Leadership (CCL) article entitled "Leadership Development: Past, Present, and Future" that reviews the:

- Case for leadership development
- Trends in leadership development
- New efforts being taken by companies to define leadership for their organization

Participants in the summer reading club will gain a greater understanding of the importance of leadership development. They will begin to think about how to incorporate it as part of their company's development efforts, as well as for themselves.

To join the summer reading club, please check out the TAHRA website under Resource Center, then Leadership Development or email Jennifer Remmert at jremmert@newfield.com. You will receive an email with a copy of the article and reading club meeting invitation for a date to be scheduled at the end of the summer.

Note: The TAHRA Leadership Development committee will be seeking approval for PHR/SPHR credit for members' committee participation. You may qualify for up to 3 recertification credit hours. Participants will receive more information after credits are confirmed.



METRO TAHRA - Issues Related to HR & Our Community

Denise Reid, Chamber Liaison

There are numerous programs and services in our region to assist business and industry with workforce development and expansion. Below I've highlighted a few. There are many opportunities to get involved or to learn more about how programs can be a benefit and resource to you and your company.

Talent Dividend Project – increasing college attainment rate by 1% point and the \$646 million economic impact it has on our economy. There is a lot of work happening with this project.

- Steering Committee
- Adult Education Blitz
- College Access Career Readiness Project
- Employer Survey – identify needs and concerns of business and industry as it relates to recent graduates, retiring population, supply and demand needs.

Workforce Tulsa

- Business Service Council – meetings to discuss workforce needs of business and industry
- Rapid Response services – companies downsizing can call on staff to come to their facility to discuss unemployment benefits, training opportunities and community services.

Diversity Business Council

- Council organized through the chamber but chamber membership is not a requirement. Engage diverse business owners to identify needs and opportunities to create a more inclusive environment and growth opportunities for business owners in our region.

Higher Ed Forum

- All higher education institutions in our region are working together to support and connect high schools to post-secondary schools to increase enrollment and engage students in career pathways.

HR/Recruiter Roundtables

- Topic/Theme driven meetings to address needs of recruiters and HR professionals. First roundtable discussion was about attracting out-of-area skilled workers to Tulsa, including a relocation packet review to identify areas for improvement.

Business Retention & Expansion Taskforce

- Group of volunteers who meet with c-level executives to identify needs of business, barriers to expanding and identifies resources for businesses in our area.
- Assistance with expansion: quality jobs program, incentives, site location, permitting, etc.

Recruiting Tools

- ChooseTulsaJobs.com – cost of living calculator, relocation packets, relocation assistance, etc.
- InternInTulsa.com – post internship opportunities, networking events and guide on how to get started.
- OKBoomerang.com – free website that is dedicated to bringing former Oklahoman's/skilled workers back to the state.
- TulsaHousingSearch.org – great tool for identifying housing options (apartment, condo or house), plus a calculator for establishing a budget.

Please call (918) 560-0255 or email denisereid@tulsachamber.com me to learn more about these programs or other services and resources available to the business community in our region.



MANAGER AND SUPERVISOR WORKSHOP

August 18th - Immediately Following Program Meeting

Manager and Supervisor Workshop - Harassment and Discrimination Prevention Training for Supervisors and Managers

Presented by **W. Kirk Turner, Newton, O'Connor, Turner & Ketchum**

In today's challenging economic times, supervisors and managers are being asked to do more with less. This important supervisory training will get back to the basics of:

- ~ Effective supervisory communication and documentation.
- ~ Avoiding complaints and claims of discrimination and harassment.
- ~ Understanding protected classes under state and federal law.
- ~ Proper responses to complaints of discrimination or harassment and conducting thorough internal investigations.

This interactive, fast-paced two-hour training session will be presented by W. Kirk Turner of the Tulsa law firm of Newton, O'Connor, Turner & Ketchum. Kirk has provided employment practices training to thousands of employees over the past 20 years of practice and is a highly sought-after trainer and presenter on important labor and employment law topics. This training not only will better educate your supervisors on the inherent risks and traps of managing employees, but also will provide evidence of your employer's commitment to a workplace free from discrimination and harassment.

The fee for the Supervisor Training is \$60 per person and registration is separate from the Program Meeting.



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Note our new address . . .

Contact TAHRA member Brian Darnell at the next program meeting or call 289-2055

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DIVERSITY/INCLUSION MATTERS

Grover Hall, VP Diversity

The Vision for the Tulsa Area Human Resources Association's Diversity Committee is Going Beyond Diversity/Inclusion 101 for 2010.

Our Mission is to create a robust environment for continuous learning and improvement. We will achieve this vision/mission by embracing 3 Critical Success Factors.

The 3 Critical Success Factors are 1) Engage in open and honest dialogue, 2) Share best practices and 3) Move from talk to action.

As we continue to move Beyond Diversity/Inclusion 101, I have attached a test on understanding your hidden biases. The name of the program is Project Implicit. Once you understand your real or perceived biases, you can begin building an action plan to move beyond your biases. Please review the background of Project Implicit and complete the online activity. Once you have completed the activity, please send your thoughts or feedback to grover.hall@uscellular.com.

Link to the online activity: <https://implicit.harvard.edu/implicit/demo/selectatest.html>

Project Implicit

Project Implicit blends basic research and educational outreach in a virtual laboratory at which visitors can examine their own hidden biases. Project Implicit is the product of research by three scientists whose work produced a new approach to understanding of attitudes, biases, and stereotypes.

The Project Implicit site (implicit.harvard.edu) has been functioning as a hands-on science museum exhibit, allowing web visitors to experience the manner in which human minds display the effects of stereotypic and prejudicial associations acquired from their socio-cultural environment.

The following provides a brief overview of the site's functioning.

Facts about the Project Implicit web sites

- Visitors have completed more than 4.5 million demonstration tests since 1998, currently averaging over 15,000 tests completed each week.
- Web sites affiliated with Project Implicit have earned a variety of accolades, most notably a Webby Award in 2002.
- Since its inception in 1998, Project Implicit has expanded from a single site with four demonstration tasks to multiple sites with capability for exploring more than a dozen different varieties of implicit bias as well as attitudes and beliefs toward social groups and politics.
- The Project Implicit family of sites affords a unique opportunity for visitors on the web to try procedures that can reveal one's own hidden biases. These sites have consequently become a popular destination for students and professionals in a wide variety of fields as well as for the public at large.

- Project Implicit's sites have received substantial media attention, with dozens of stories in newspapers (e.g., New York Times, Washington Post, Wall Street Journal), magazines (e.g., Newsweek, Time, Psychology Today), television (e.g., Dateline NBC, Discovery Channel, CNN) and radio (both public and commercial, in the United States and overseas).

Findings observed in seven years of operation of the Project Implicit web site

- **Implicit biases are pervasive.** They appear as statistically "large" effects that are often shown by majorities of samples of Americans. Over 80% of web respondents show implicit negativity toward the elderly compared to the young; 75-80% of self-identified Whites and Asians show an implicit preference for racial White relative to Black.
- **People are often unaware of their implicit biases.** Ordinary people, including the researchers who direct this project, are found to harbor negative associations in relation to various social groups (i.e., implicit biases) even while honestly (the researchers believe) reporting that they regard themselves as lacking these biases.
- **Implicit biases predict behavior.** From simple acts of friendliness and inclusion to more consequential acts such as the evaluation of work quality, those who are higher in implicit bias have been shown to display greater discrimination. The published scientific evidence is rapidly accumulating. Over 200 published scientific investigations have made use of one or another version of the IAT.
- **People differ in levels of implicit bias.** Implicit biases vary from person to person - for example as a function of the person's group memberships, the dominance of a person's membership group in society, consciously held attitudes, and the level of bias existing in the immediate environment. This last observation makes clear that implicit attitudes are modified by experience.



COMING ATTRACTIONS

AUGUST

August 18th – TAHRA PROGRAM MEETING – Journey Through the Americans with Disabilities Act - What You Need to Know – W. Kirk Turner – \$20/member and \$30/guest – Tulsa Marriott Southern Hills – 11:15 a.m.-1 p.m.

August 18th – SUPERVISORY TRAINING – Harassment and Discrimination Prevention Training for Supervisors and Managers – Presented by Kirk Turner – 1:30-3:30 p.m. \$60 per person(Separate from Program meeting registration) – Register at www.tahra.org

August 19th – Diversity Roundtable

August 26th – LEARNING LAB – Coaching For HR Professionals: Improving Your Skills as an Internal Consultant to Your Organization – 2:00-4:00 p.m. – TTC Lemley Campus

August 26th – Summer Reading Club discussion

SEPTEMBER

September 15th – TAHRA PROGRAM MEETING – 11:15 a.m.-1 p.m.

September 23rd – TAHRA Golf Classic – Battle Creek Golf Club



September 30th – TAHRA LEARNING LAB – 2:00-4:00 p.m.

To view the TAHRA Calendar and to register for events visit www.tahra.org.

TAHRA EVENT CANCELLATION POLICY:

If you are unable to attend a TAHRA event, please cancel your reservation(s) by sending an e-mail to admin@tahra.org. Your e-mail must be received prior to the event registration deadline. If you do not cancel your registration before the deadline, you will be invoiced. An invoice will also be sent to those individuals that do not show for the event.

