



FAQ

- 1) **How do I opt-in? How do I opt-out?**
 - a. Before participating in the Unconscious Bias training, the administrators of the training will ask you if you would like to opt-in or out of the study. If you opt-in, you will be asked to review and complete an Informed Consent Form (10 minutes) and an Implicit Association Test (25 minutes).
- 2) **What is the time commitment? How many surveys will I need to take throughout the course of this study?**
 - a. Informed Consent form - 10 minutes
 - b. Two initial Implicit Association Tests - 25 minutes
 - c. 4 surveys (over 24 weeks) - 20 minutes each
 - d. Implicit Association Test - 25 minutes
 - e. You may also spend approximately 15 minutes a week during the study working on inclusive behavior
- 3) **Will I have a charge code to put this time against? Or is this on my own time?**
 - a. There will be no charge code for this effort. If you opt into the study, you will be using your own time/non-billable time.
- 4) **What if I opted in and later changed my mind / no longer want to participate?**
 - a. You may refuse to participate or withdraw from the study at any time. If that happens, we will destroy any data collected from you up to the point you participated in this study.
- 5) **How are you protecting my data and my responses?**
 - a. This study involves the collection of sensitive data. To the extent possible, the investigator will ensure no data mishandling but rather high standard procedures to protect subjects' confidentiality.
 - b. To increase data protection, endpoint encryption will be installed on the devices used for data storage and analysis.
- 6) **Will my name, email, phone number, place of employment or any other details ever be sold to a third party or to any other person or purpose outside of this study?**
 - a. No
- 7) **I understand part of this study is to send text messages to my cell phone. What if my cell phone number changes?**
 - a. If your number changes, email Dr. Amanda J. Felkey at theinclusionhabit@gmail.com. She will update the system.
- 8) **Will I be compensated for my participation in this study?**
 - a. A \$10 Amazon gift card will be given to those who complete the study.
 - i. A survey will NOT be considered complete, and thus subjects will not be compensated, if ANY of the following is true:
 - ii. The survey completion is in less than 10 minutes.
 - iii. There are wrong responses to any of the control questions that are placed throughout the survey (designed to confirm that subjects are paying attention to the task).
 - iv. The survey is completed more than once by the same person.
 - v. Subjects fail to complete all the surveys.
- 9) **What is the expected outcome of this study? How will it impact me?**
 - a. This project will test the following hypotheses.
 - i. H1— Individuals who engage with the inclusion BCE will experience greater impact than those who merely receive DEI training. (Impact is a greater increase in positive inclusion attitudes, a larger increase in empathy, a more enhanced sense of belonging, a greater decrease in bias, and more resilience.)
 - ii. H2— Individuals beginning with relatively larger levels of implicit bias will experience relatively larger impact through engagement with the inclusion BCE.
 - iii. H3— The effects of the BCE in implicit biases vary by race and gender.
 - iv. H4— The greater impact on those experiencing the BCE perpetuates at least 8 weeks into the future.