Mental Models and Implicit Bias Worksheet
Developed by Marian Urquilla

1. Journal your individual thoughts: What are some of the mental models you're holding about why disparities exist in the population you are working with? (How do you privately explain to yourself the persistence of disparities?)

2. Working with other stakeholders and partners, think through the following questions: What are some of the disparities your community is facing? For each one listed, describe the evidence (observation/data) that this disparity exists?

Disparity	Observations/Data

3. Working with these disparities, as a team discuss the following: What are some of the spoken and unspoken mental models that your group has in explaining these disparities or to describe what it would take to address them? What do people say out loud and what do they say behind closed doors?

Spoken Explanatory Mental Models	Unspoken Explanatory Mental Models

4. From the list you just generated, choose some of the most prevalent mental models for explaining a particular disparity and discuss the following questions:

   - Where do these mental models come from?
   - How do they impact or influence the work towards producing results?
   - What needs to happen to address the limits of these mental models?
   - How does your work disrupt or contradict (or align with) these mental models?