

DEVELOPED BY



WARWICK CHEMISTRY

Sway – Unravelling Unconscious Bias

Chapter 9 to Epilogue

By Pragma Agarwal

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Is Publishing in the Chemical Sciences Gender Biased?

A report by Royal Society of Chemistry



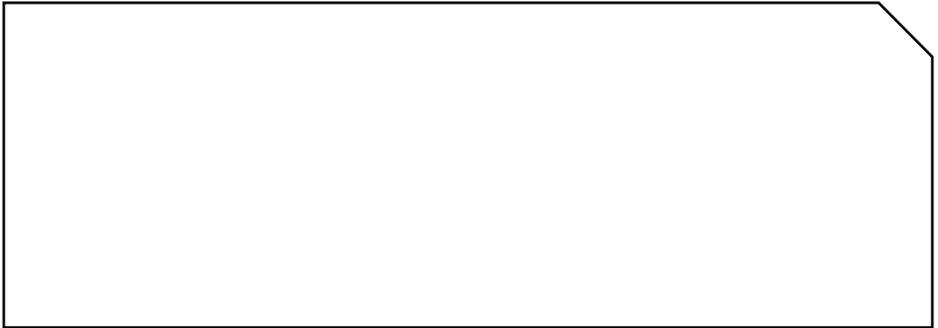
DISCUSSION BOOKLET 3

“Knowing that one may be subject to bias is one thing; being able to correct it is another”

Jon Elster

Thinking back - What challenged/surprised you from the chapters?

This could be something pertinent or something that really grabbed your attention and made you think twice.



Last session we considered how we listen to and shape the messages we choose to hear, the concept of “othering” and the dangers of micro-aggressions. We learned about the covert and subtle forms of prejudice that arise from a perception of cultural difference and how this can lead to the hardening of lines between in-groups and out-groups.

This session we will consider biases around accents, body image, and those within AI. We will also discuss why we need bias training, why we need to address our biases and how we “de-bias”.

Discussion

What are the “halo effect”? Re-read pages 295-306



How does the “halo effect” relate to body image bias, and does this vary between men and women? Re-read pages 305-315

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How can accents impact our perceptions? *Re-read pages 333-346*

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Is AI unbiased? What are the impacts of AI bias? *Re-read Chapter 11*

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Reflecting

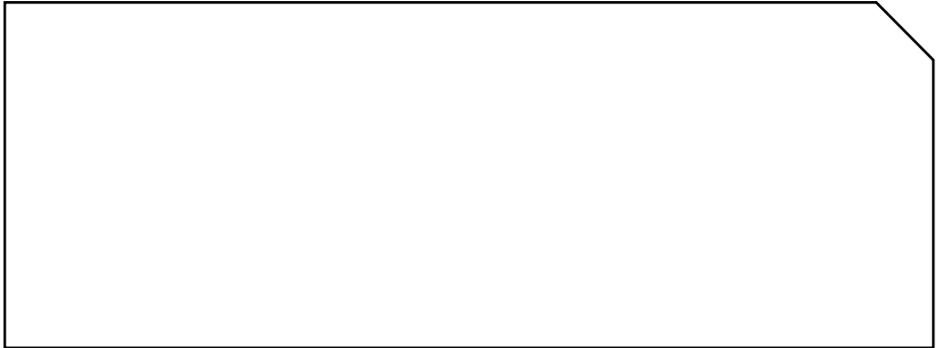
Do we need bias training?

Application

Why do we need to be more aware of unconscious bias? *Re-read Chapter 12 – Good Intentions*

How do we “de-bias,” as individuals and as an organisation?

Re-read pages 411-414



Next Steps

First things first, thank you for taking part in the sessions, we hope you enjoyed them and will join us for the next book. Your contributions have been appreciated and the discussions we have had are contributing to making a more inclusive community for all. However, this is the last booklet in the series exploring Pragma Agarwal’s’ book and the linked RSC report, so any **comments, critiques** or **feedback** would be much appreciated by the authors of these booklets and the wider team.

*Second, we will be holding a “**Positive Action and Discussion Session**” that all participants will be invited to. In this session we will discuss how we can bring about positive change in the **community, curriculum** and **culture** of the department and University.*

We hope to see you all there!

Additional Notes;

