

# **RESPECT DAY**

## **Unconscious Bias.**

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## Outline of session

What is Unconscious Bias; considerations and top tips.

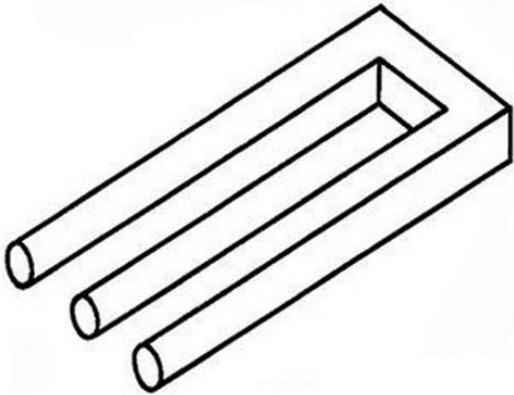
1. Overview – What is Unconscious Bias
2. Examples of Unconscious Bias
3. Mitigate - what can you do
4. #Warwick Respect – 8 simple messages



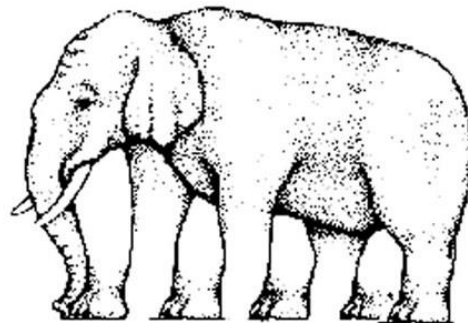
Reality =

- 79.5 % male
- 93.7% white (among UK nationals  
– 86.0% white among non-UK nationals)
- 97.6% non-disabled
- 95.8% over 40

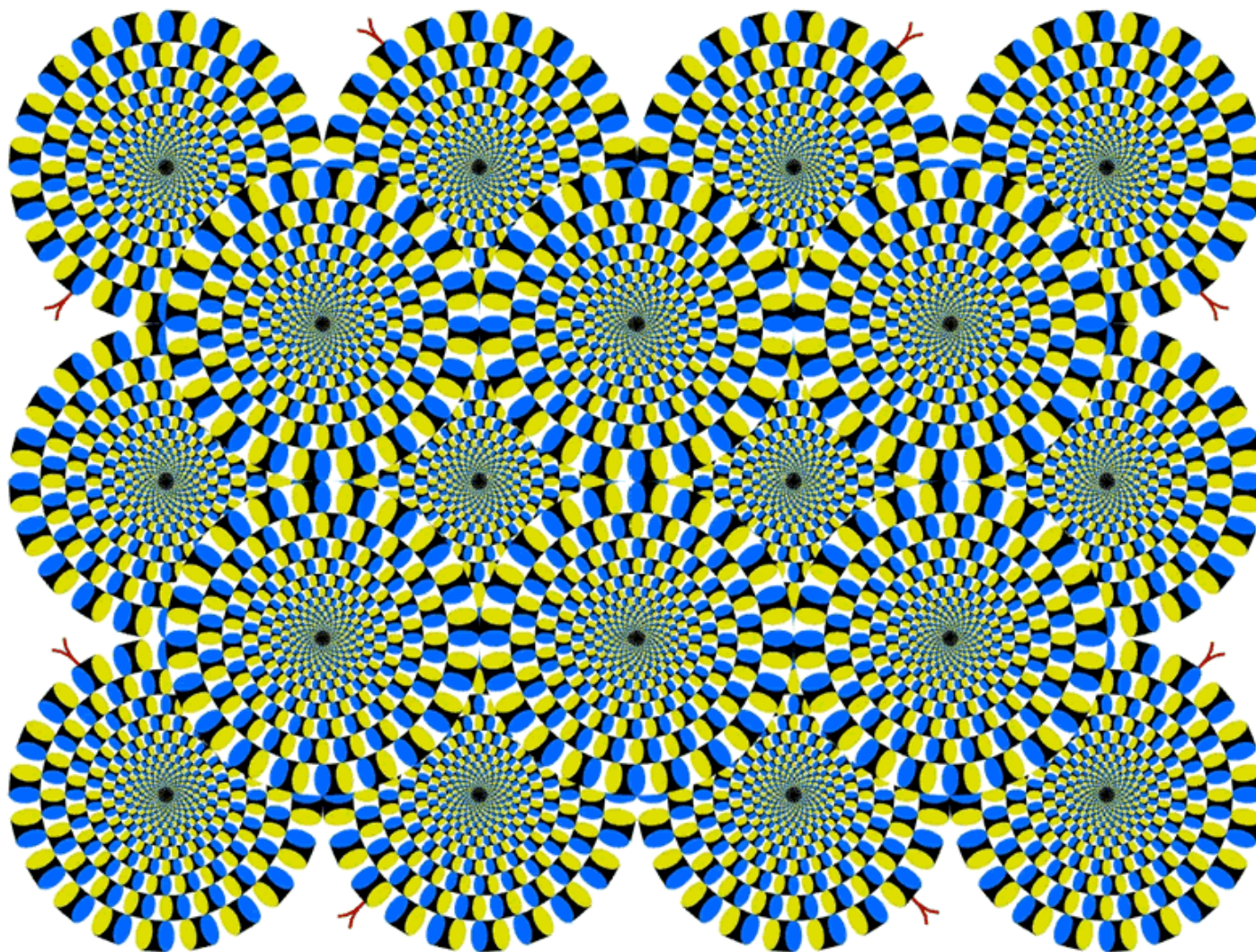
*Equality in higher education: statistical report 2013*

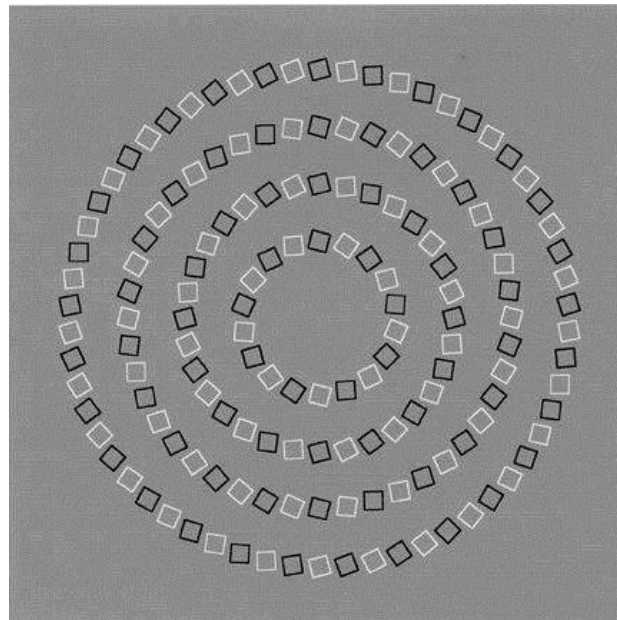
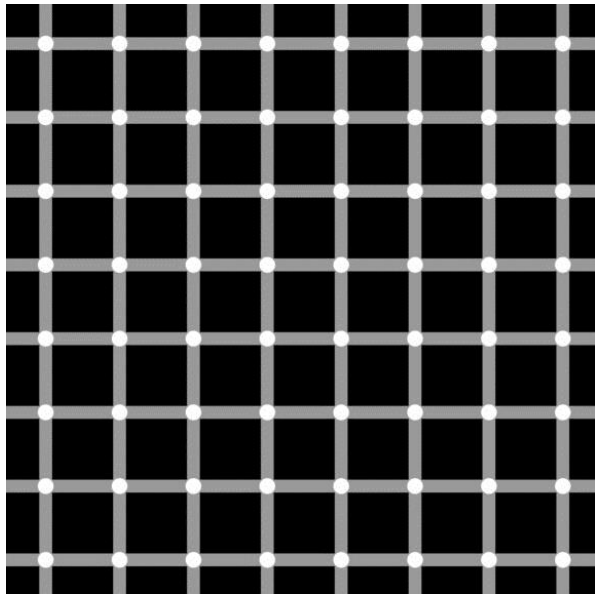


Impossible trident! How many prongs are there?



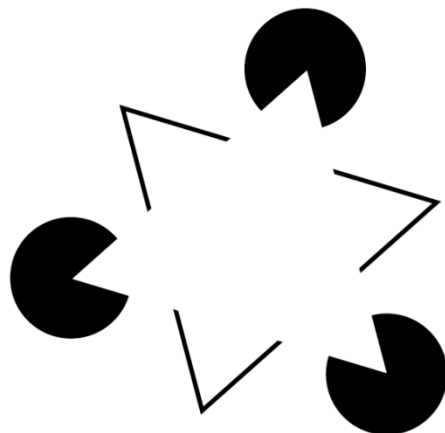
HOW MANY LEGS DOES THIS ELEPHANT HAVE?





4 Perfectly Round Circles





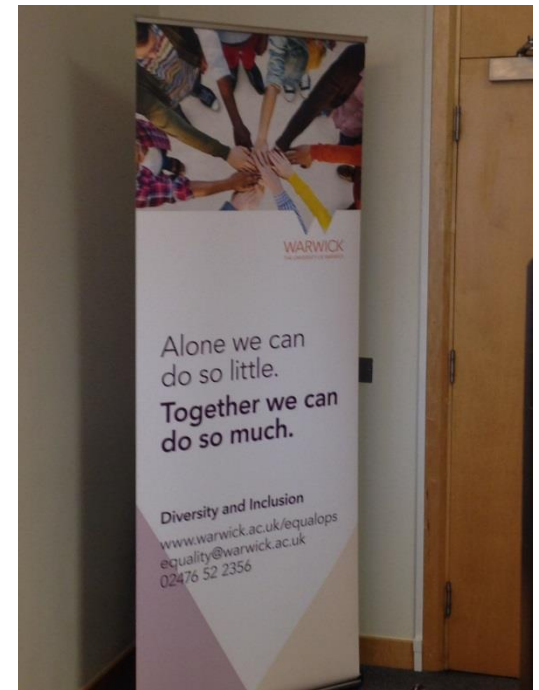
## *What is Unconscious Bias?*

**Unconscious bias** refers to a bias that we are *unaware of*, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our **background, cultural environment** and **personal experiences**

(ECU: 2013 *Unconscious bias in higher education*)

## *Examples of unconscious bias*

- Marketing / Website / Publicity
- Meetings
- Guest speakers / lectures
- Research Project
- Teaching
- Recruitment & Selection
- Promotion of staff
- Appraisals – DPR
- Workload allocation
- Students



# #WarwickRespects

## 8 simple messages

1.

Start with the basics

A simple hello or  
acknowledgement goes  
a long way

SALAAM

HOLA

CIAO

BONJOUR

MERHABA

ZDRAS-TVUY-TE

OLÀ

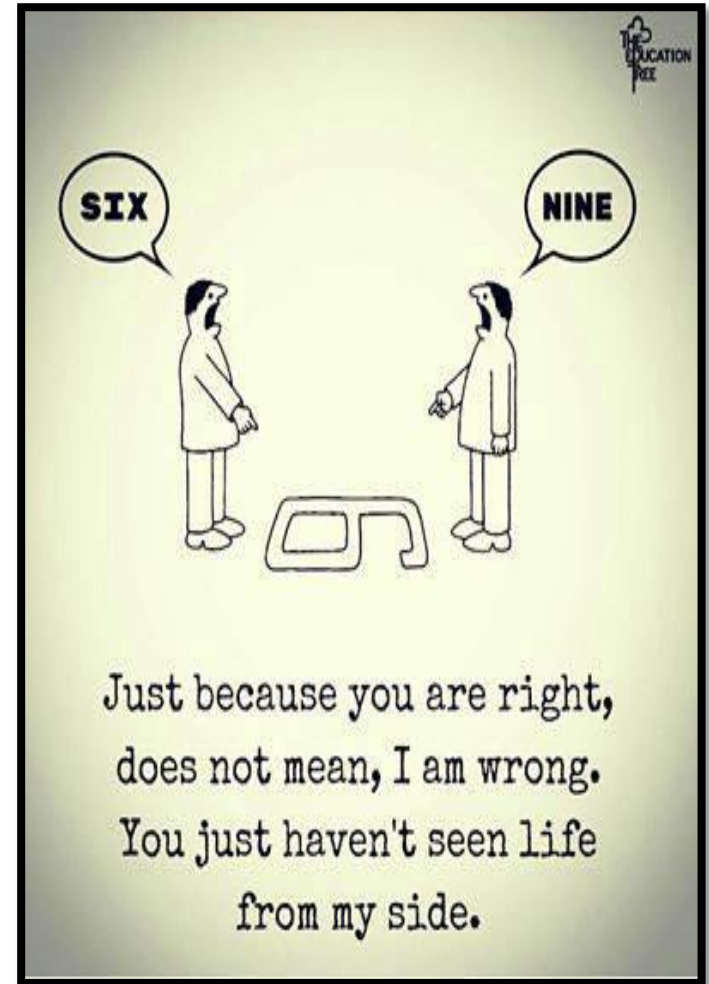
AHN-YOUNG-HA-SE-YO

Jambo



2.

Remember we are  
all different



3.

## Be self-aware

Think about how you interact and consider how unconscious biases may affect your behaviour

It's not at all hard to understand a person; it's only hard to listen without bias.

*Criss Jami*

meetville.com



4.

Develop your  
communication skills

Do you really listen?

Do you challenge in a  
respectful manner?

“Courage is what it  
takes to stand up and  
speak; Courage is also  
what it takes to sit  
down and listen.”



5.

Discuss what respect means in your local place of work / study.

What behaviours are acceptable?



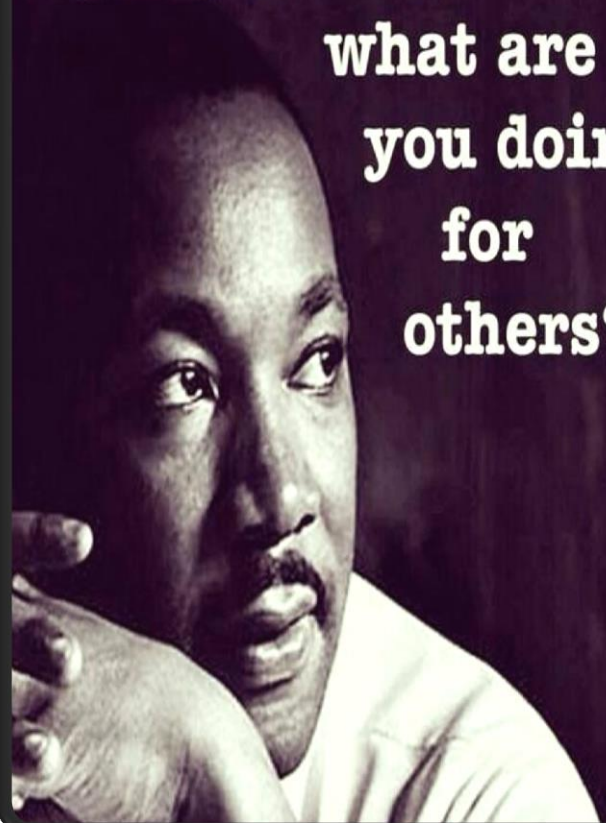
6.

Take time to connect with  
and support others across  
the community

You will be surprised what  
you may learn

Life's most persistent and  
urgent question is,

**what are  
you doing  
for  
others?**



7.

Don't be a bystander

Intervene early, if you see something that does not seem right.

Don't let silence condone inappropriate behaviour



8.

Lead with respect

Leaders play a key role in  
setting the tone

Make sure your style is  
inclusive, collaborative and  
respectful

**Respect is  
earned.  
Honesty is  
appreciated.  
Trust is  
gained.  
Loyalty is  
returned.**



# Summary

- 1) Start with the basics
- 2) Remember we are all different
- 3) Be self-aware
- 4) Develop your communication skills
- 5) What does respect means in your local place of work / study
- 6) Take time to connect with and support others across the community
- 7) Don't be a bystander
- 8) Lead with respect



## **Mitigate**

Mitigate the impact / increased awareness of strategies to manage our brain shortcuts

- Micro v macro situations
- In-group v out-group
- Confirmation bias

## *What you can do?*

- Be awareness/ conscious
- Considerations
- Small changes
- Pragmatic
- Challenging stereotypes and counter stereotypical information
- Using context to explain a situation
- Changing perception and relationship with out-group members
- Being an active bystander
- Improving processes, policies & procedures

**What can you do / change /  
adapt / recommend?**

## Summary

- We all have unconscious biases and we are all affected by bias
  - We can take action to manage the impact on our behaviour and decision making
  - It's up to individuals to decide what action to take
1. Introduction to Unconscious Bias
  2. Examples of Unconscious Bias
  3. Mitigating Unconscious Bias
  4. #Warwick Respect – 8 simple messages

## Resources

ECU link <http://www.ecu.ac.uk/>

Unconscious bias in HE Literature review

<http://www.ecu.ac.uk/publications/unconscious-bias-in-higher-education/>

Harvard Implicit Association tests measure UB

<https://implicit.harvard.edu/implicit/takeatest.html>

University of Warwick moodle on Unconscious Bias

<http://moodle.warwick.ac.uk/course/view.php?id=16829#section-2>