

UNCONSCIOUS BIAS
WEDNESDAY 6 JUNE 2018
EVALUATION FORM
FACILITATOR: SANDY SPARKS

1. What did you find useful and how will you implement your learning?

- Specific examples applied/relating to an HE/Warwick context.
Implement: various ways (staff recruitment specifically)
- The realisation that Unconscious Bias lives everywhere! Try to take a step back and challenge my own decisions/behaviour.
- Recognise that everyone has bits but it can be managed if thought through.
- That we can all exhibit unconscious bias and it's a natural process,
That it is OK to challenge, maybe we can share this with students.
- Whole session very interesting, the overview was useful for giving a basis to work from the examples brought it to life and the scenarios gave some practical ideas and how to investigate unconscious bias.
- This subject, for which I was curious about at, became familiar to me after this session. The fact that awareness on this subject exists though this has been existing all the time.
- Picked up some things to think about in my teaching and day to day practices. Papers to take away are useful, will take back into the department especially information on recruitment to Head of Administration.
- Session aired some ingredients and features of bias. Idea of Unconscious Bias observer (would this be 'moderator') was interesting.
- Tips to how to work against unconscious bias – I will be more conscious in my everyday life (work, home etc).
- Looking at specific examples where bias can occur and thinking about practical ways to mitigate this and things to consider.
Resources – links to articles and research in this area.
- Useful to understand the range of bias
Actions/tips to utilise
Challenge norms
Resources/References
Ideas for future work (eg proposals in the pipeline)

2. What else do you feel should have been included?

- Practical activities that can assess your degree of bias.
- Maybe some video examples to watch and talk through, (though appreciate this was covered thoroughly in the UB Moodle). Maybe extend to three hours. Lots of interesting ideas to come.
- More solution in this aspect.
- More focus on the subtle micro-issues and how to address those – I think mostly people will try and act fairly but might need help with smaller things (Identifying and mitigating).
- Possibly for a different session: offensive words in the modern office culture.
- How to convince other people to consider unconscious bias training, how to convince the non-marginalised population to speak out against unfair practices.
- Whilst this course was focussed on our own unconscious bias, some strategies about making others more conscious of their bias, particularly challenging academics (and convincing them successfully) if you are a professional services person.
- Specific examples to tackle main problem areas

3. What other learning and developing opportunities / courses do you need?

- Nothing else in the short term.
- Awareness is the first steps. Some more training on how to work on such biases once identified (and how you can reach the very unconscious ones).
- Course that is specific to the group/department may be useful.
- Nothing specific at the moment, I do find Window on Warwick sessions useful for understanding more about a range of topics – getting a good snapshot within the hour.
- As in 2 (point 7) the modern tendency to take the words of a comment or communication rather than the meaning and the desire to take offence.

- How to say 'no' to tasks that I feel are unnecessary/a waste of time.
People management (I am about to have my first PhD student)
Time management/sticking to my work plans/making realistic work plans.

LDC run two leadership programmes [Preparing for Leadership](#) and [Leadership in Action](#) which would be of benefit to you. [Managing your Research and Academic Career](#) is a LDC/RAS workshop which includes Time Management as a topic, the Open Programme run a workshop dedicated to [Time Management](#).

- Influencing across the Academic/Administrative divide.
- Time management,

Through the Open Programme series run by LDC, there is a workshop dedicated to [Time Management](#)

4 Additional Comments

- Ways: which issues/poor practice be appropriately reported or flagged/
How/if this University's official policy can be influenced/changed.
- The session was great, I just wish sessions were compulsory for all people who manage others and sit on recruitment panels.