

# UNCONSCIOUS BIAS

2 JULY 2019

## EVALUATION FEEDBACK WITH RESPONSES FROM ORGANISATIONAL DEVELOPMENT

FACILITATOR: SANDY SPARKS

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

- The examples that have been provided throughout the session.
- Mitigation: how to overcome unconscious bias.
- Learning about how to stop and review biases at key points ie: before asking an opinion from a 'knowledgeable colleague' – not just when I think I might need to make a difficult decision.
- How to make my own research strategies more inclusive ie: including opinions of all.
- That time went very fast.
- Mitigations section was very helpful.
- It raised awareness of our biases and where they come from.
- I will try to be more conscious about my biases and be active avoiding them.
- Examples of bias.
- Strategies for decreasing bias.
- Challenges of identifying bias.
- Seeing assumptions of thought.
- Good experience.
- Types of UB, examples.
- Include diverse authors in my reading list.
- Identify different situations in real life where I see unconscious bias.
- Ways in which I can mitigate it in my person and at workplace.
- Identification and mitigation.
- Interesting to be more aware of the type of biases that we or others consider.
- I'll be particularly more mindful of how to plan situations to mitigate unconscious bias eg: interviews.
- Will check out writing document.

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

- How to manage peoples bias.
- Specific how to challenge strategies.
- Making us identify specific bias.
- More of a practitioner focus would be useful.
- Also how to overcome when we are suffering from unconscious bias ourselves.
- How to challenge unconscious bias in the workplace.
- Maybe some resources on how to face bias towards oneself. Strategies to cope with it.

- Summarise and include all practicalities in one list from final exercise (they are covered)
- Roots of unconscious bias and how to develop it.
- An exercise to consider personal biases against us to mitigate them when going into situations.

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

- Leadership courses, how to manage career development ie: how to prepare for teaching roles, future promotions  
[Organisational Development Response](#)  
[RAS/OD run a trio of leadership programmes – Preparing for Leadership, Leadership in Action and Effective Collaboration for RAS Programme.](#)  
[RAS/OD also run a workshop ‘Managing your Research and Academic Career’.](#) All these events/workshops are likely to run again next academic year with dates being announced early September – do keep an eye on the RAS [website](#).
- It’s more important to embed this into process and practice across the University. We all agree on problems but see very little change across the institution.
- How to identify unconscious bias in reading/articles.
- None that comes to mind, not currently available.

### 4. Additional Comments

- The Resource Bank Sandy referenced sounds interesting, I need to find out where it is  
[Organisational Development Response](#)  
[Unconscious Bias Resource Bank Page](#)
- Sandy is an excellent presenter: engaging and informed.
- Thank you.
- I enjoyed Sandy, she is very good, professional.
- Most of the things were covered on the moodle training, but it was still very informative and helpful because it provided additional comments and explanations of certain aspects.
- Lively, dynamic facilitator, made the session interesting. Thank you.