

UNCONSCIOUS BIAS
WEDNESDAY 7 FEBRUARY 2018, 12NOON – 2PM
EVALUATION FORM RESPONSES
FACILITATOR: SANDY SPARKS

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

- It was really useful for me as have little knowledge on this. This will be very important for me as person who does research and also involved with HR management.
- The whole session was really useful and Sandy delivered it in an interesting way that made it enjoyable to attend. It was really good doing group work as part of the session as it provides variety.

Thank you for this useful feedback, I will take it into consideration and try and include in the next workshop.

- I got the self-awareness on unconscious bias and this will help me in my future.
- Knowing more about the meaning, opportunities and how to mitigate unconscious bias.
- Good open discussion, will question own decision making and that of others.
- Resources and vocabulary about Unconscious Bias.
- Useful training course. Aspects I will implement in my professional and personal life.
- Learning about Unconscious Bias was useful.
- It is very useful to make aware about Unconscious Bias. I got to know how Unconscious Bias can affect me and others.
- To be honest, I thought the material was delivered well (good pace, engaging presentation style, etc.) I felt that it was very basic. Perhaps I misunderstood the purpose of the workshop, and I understand that for some people an introduction to the importance of diversity, not stereotyping and not being racist/sexist/ageist, etc. would be useful. As someone deeply committed to equality, I had thought that this would all be taken as read - to me, talking about diversity, stereotypes, etc. felt more like conscious than unconscious bias.

I was hoping that it would go deeper than this and that there would be more on subtle unconscious reactions and behaviours - e.g., as someone committed to equal rights, I'm sure there are still times when I'm unconsciously sexist, racist, etc. without being aware that either my thoughts or actions are being discriminatory. For example, the handout on the difference in vocabulary/phrases used in letters of reference for

- We could have done with a little more time at the end of the course but overall I think it covered everything.
- Quite a lot was covered in the time available and any more would have been information overload. Sandy let us know where we could find the presentation and provided links to further reading if we wanted to know more. There was also the opportunity for group interaction. Although this was touched upon in the moodle training and may be available in the online information, given the varying grades within the organisation/department, tips and advice on how to respectfully challenge a colleague's unconscious bias would be really useful.

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

- Assertiveness, handling difficult conversations and influencing skills.

Through the Open Programme LDC run a workshop [Handling Difficult Conversations](#) and another on [Influencing Skills](#).

- More help for promotions.

Please see the [website](#) about promotions.

- Management training, public speaking, presentations.

Management and Leadership Programmes available are for RAS staff [Leadership in Action](#) and [Preparing for Leadership](#) and for all staff [Warwick Introduction to Management](#), [Warwick Administrative Management Programme](#) and [Warwick Leadership Programme](#). Public Speaking - There are also 5 new [Public Engagement](#) events. Presentations – there is a workshop [Giving Great Public Engagement Presentations](#).

- I feel any courses that can develop my awareness and understanding of similar subjects will help my development in general. I'm interested in these types of topics as I believe they are important for everyone.

LDC run a variety of workshops designed for RAS staff needs – visit the [RAS website](#). For other workshops, available to all staff across campus visit this [link](#).

- None at the moment but I will let you know if anything comes to mind.