What is Unconscious Bias; considerations and top tips.

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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. Case studies







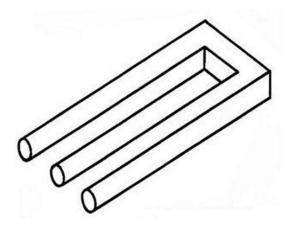




Reality =
79.5 % male
93.7% white (among UK nationals
– 86.0% white among non-UK nationals)
97.6% non-disabled
95.8% over 40

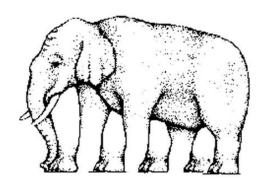
Equality in higher education: statistical report 2013 Equality Challenge Unit





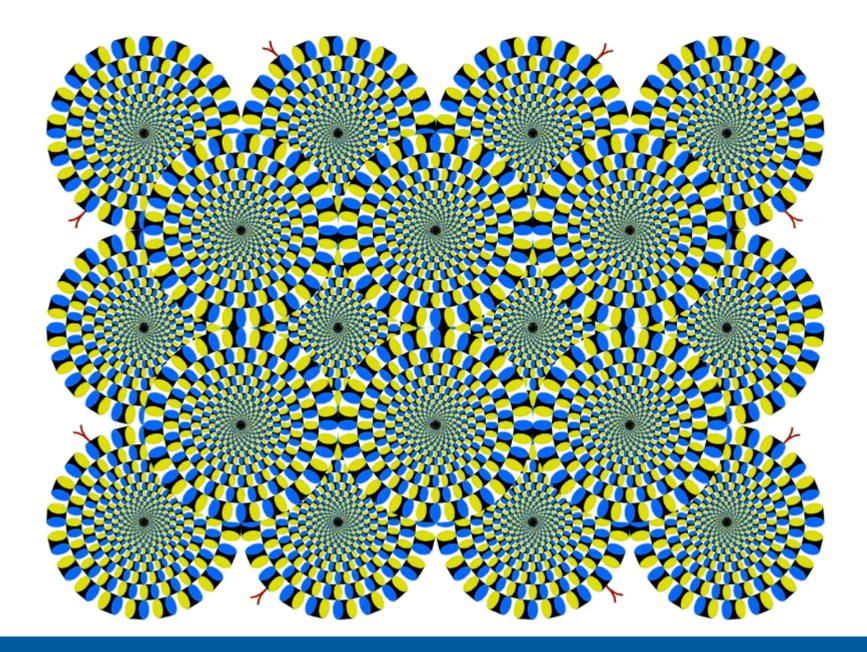


IMPOSSIBLE TRIDENT! HOW PROP



HOW MANY LEGS DOES THIS ELEPHANT HAVE?





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)



- Student admissions
- Offer & acceptance rates
- Images / publicity inclusive & representative
- Female staff on open days / Roles in dept
- Names / address / foreign or local qualifications *
- Students assessments
- Difference in attainment between genders in different modules, course work, year-end assessments & final degree class
- Anonymous marking/ second marking
- Group work diversity
- Look at feedback given to different groups of students



- Recruitment of staff *
- Difference in ratios between applications, shortlisting, interviewing & appointments
- Adverts visible to under-represented groups
- Criteria for person spec essential criteria
- Use standard application not CV's
- Anonymous shortlisting
- Interview panel verbal commitment to equality, consider similarities, objective rather than subjective, reps, single gender on panel
- Promotion of staff
- Gender differences in proportion of male & female staff self nominating / being nominated for promotion & rates of success
- Difference by gender of time spent at each grade for academic staff
- Clear objectives
- Also merit pay



- Staff appraisals
- Monitor the appraisal process among staff
- Gender difference in the outcomes of appraisals
- Appraisal recognises the variety of work Research, Teaching, Outreach, Admin responsibilities
- Workload allocation
- Gender difference in time allocated to various work areas Research, Teaching,
 Outreach, Admin responsibilities
- Volunteering or carry out work that is more positive to career progression or or work that is not highly valued
- Process staff are allocated teaching responsibilities
- Ensure admin work is not disproportionately allocated to certain groups of staff



- Other
- Research Project advisory group / steering group
- Teaching cases studies
- Marketing / Website / Publicity
- Meetings timings & scheduling
- Guest speakers / lectures diversity



Mitigate

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

Micro v macro situations

In-group v out—group

Confirmation bias



Practical examples

- Reduce levels of bias males & females on panel, cultural diversity on interview / selection panel, have criteria & use them
- Policies & procedures eg Physics example
- Diversity of guest speakers & lectures
- Timings / scheduling of meetings. Also who attends
- If an organisation's performance management systems were stereotype-free; if they reflected attributes, characteristics, and behaviours of all talent – women and men– then the workplace would truly be inclusive.



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



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

www.tolerance.org/activity/test-yourself-hidden-bias

