Unconscious Bias

University Wisconsin Whitewater
Presenters

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Parking Lot

• Reason for the workshop
• Goals for the workshop
• Confidentiality
• Safe space
Learning Objectives

At the end of this session, participants will be able to:

• Define Unconscious Bias
• Describe why diversity is an important aspect of many initiatives at UW-System Campuses
• Identify ways Unconscious Bias might negatively impact interactions at work
• Identify strategies for avoiding Unconscious Bias
What is Unconscious Bias?

• Sitting with your discomfort
• Stereotypes about certain groups of people that individuals form outside their own conscious awareness
What’s in a Name? (Exercise)

Names:
• Angela Lawson
• Laura Black
• Tabitha Foster
• Maria Cruz-Rogers
What’s in a Name? (Exercise Continued)

NAMES:
• Mark Pitera
• Demond Fernandez
• Jorg Vianden
• Jeff Scott
UW System Inclusive Excellence

UW System Campuses are committed to diversity through the pursuit of inclusive excellence.
Why Confronting Unconscious Bias Helps Promote Belongingness?

“Sense of belonging also is relational... Each member benefits from the group and the group benefits from the contributions of each member... A sense of belonging is related to, and seemingly a consequence of mattering.”

- Strayhorn, 2019¹
Explicit/Implicit Bias

• Explicit bias is made at a conscious level
• Mental shortcuts that we take when assessing information and making decisions
• We are usually unaware of these shortcuts
Cognitive Errors

- Implicit biases are pervasive, they may tend to predict behavior, and can be modified by experience
- Biases can be negative or positive
- We can learn to self-correct/minimize predictable errors
Exercise

Tell me what you see
Exercise (cont...) 

Tell me what you see
“All of us have implicit biases to some degree. This does not necessarily mean we will act in an inappropriate or discriminatory manner, only that our first “blink” sends us certain information.”

- Malcom Gladwell²
Multiple Dimensions of Identity

What is Your Identity?

• List your identities
• What shaped your identities?
• Do your identities make room for biases?
How Might Unconscious Bias Manifest at Work?

- Stereotypes – Positive & Negative
- Halo/Horn effect
- Anchoring bias
- The “cloning” mechanism
Where Do We Go From Here?

“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

- Alvin Toffler
Where Do We Go From Here (cont...)?

https://www.youtube.com/watch?v=lpEpT2pytj4
QUESTIONS?
References


