

Unconscious Bias

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Every Researcher Counts:
mainstreaming equality and diversity
in the research environment

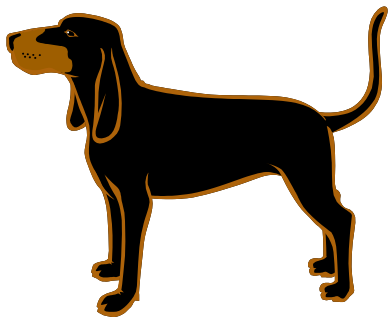
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Think about your own experience...

...of reaching a conclusion about something or someone instantaneously:

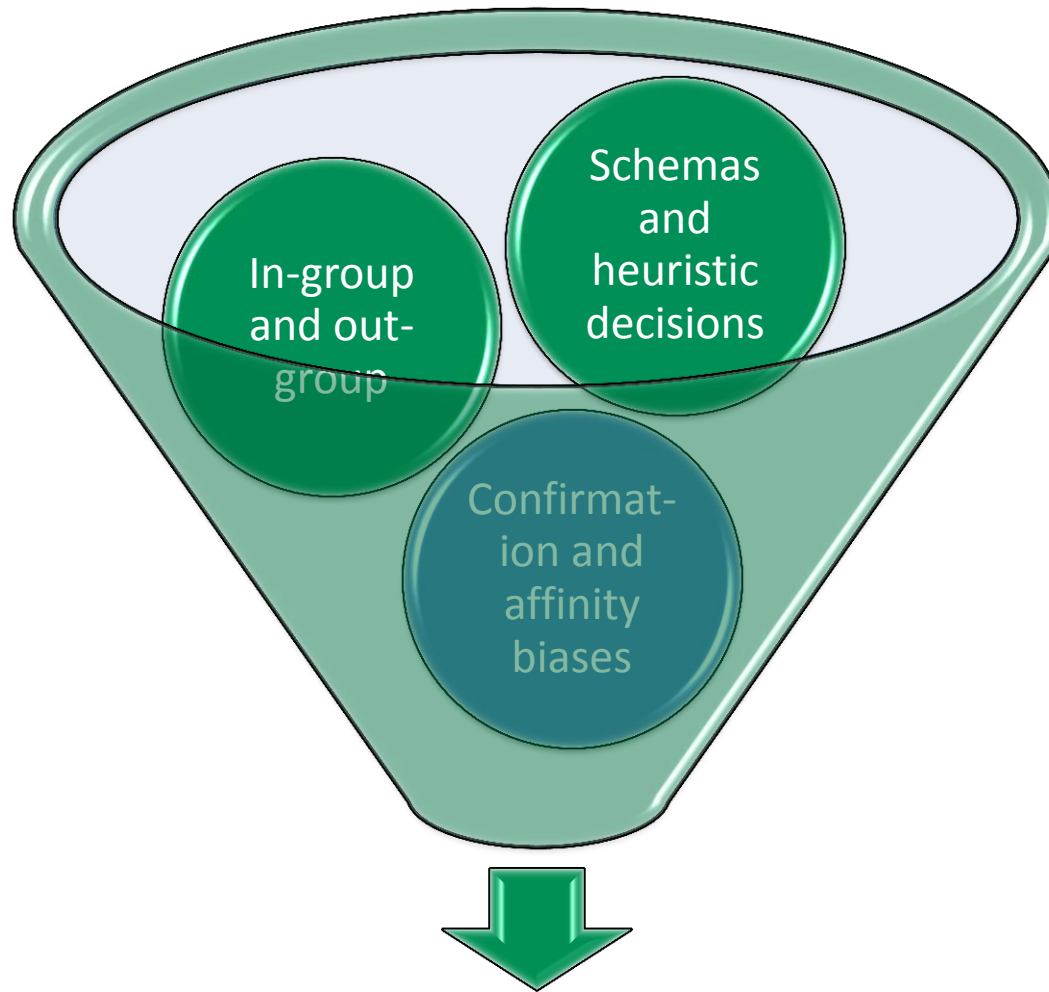
- ‘I like him/her’
- ‘That feels right’
- ‘This feels comfortable’
- ‘That is an example of...’





Schemas and heuristic decisions are a universal feature of how people think ...





Unconscious or implicit bias

Judging ourselves

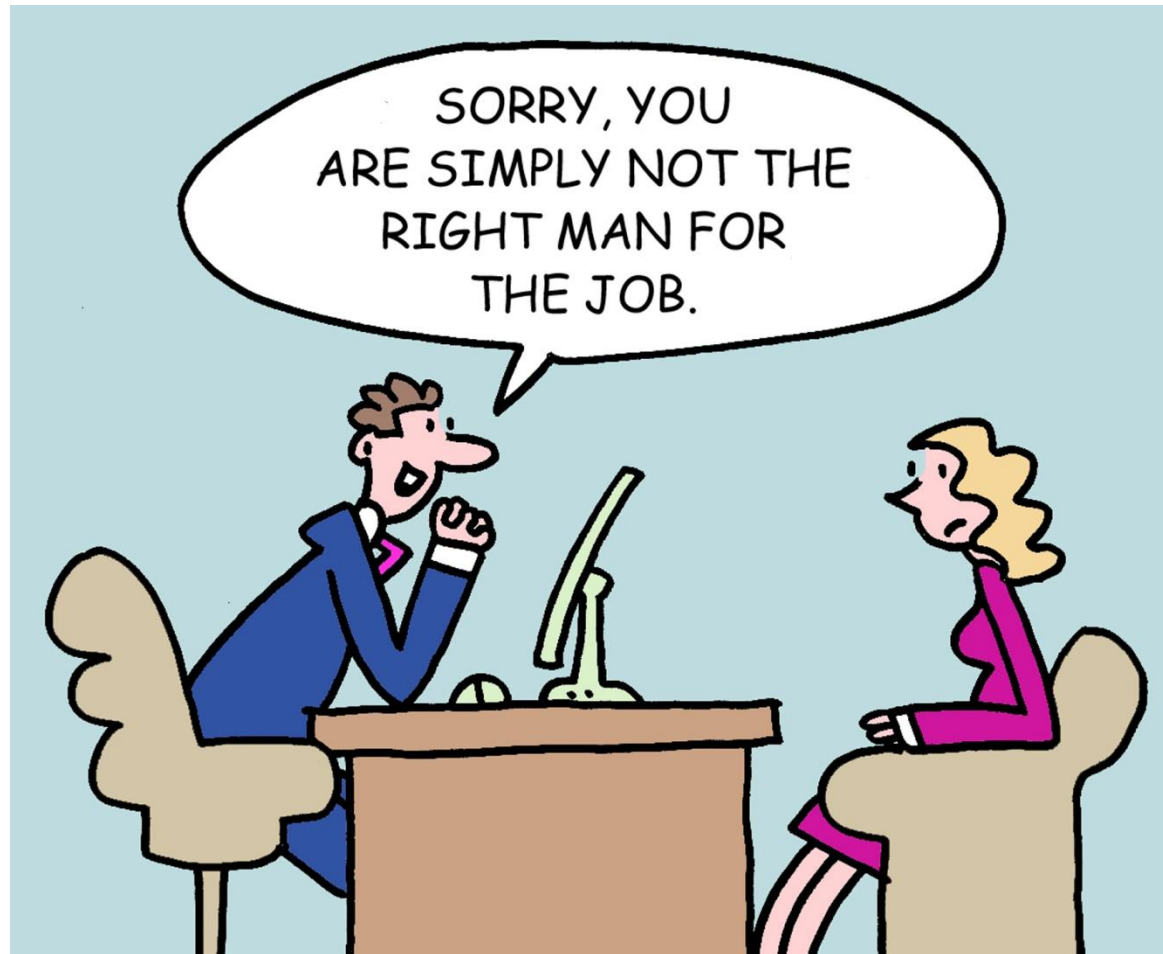
Girls aren't great at maths...



Men aren't empathetic...



Judging others



Some decision-making situations



Some tools for reducing bias

Removing the opportunity for bias

Changing the social expectations

Positive exemplars

Contact, including imagined contact

Active planning

Mindfulness

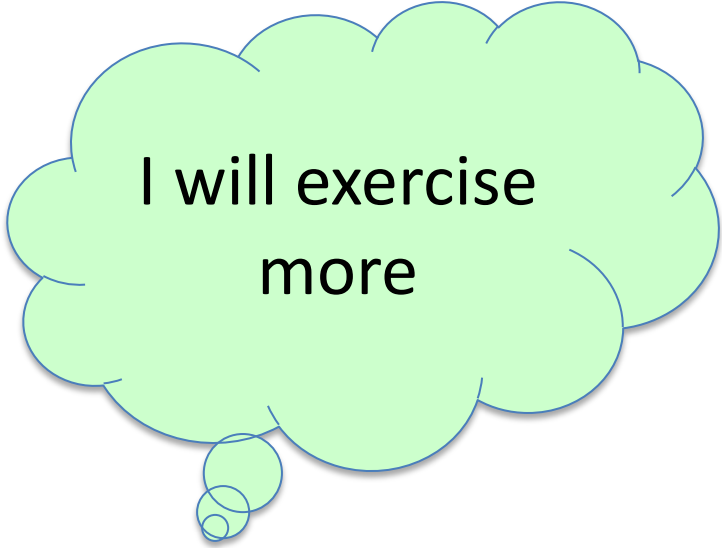
Tools for reducing bias: mindfulness/ACT

- Pilot study
- College students rated themselves before and after against 11 measures thought to be factors in prejudice
- Half class taught using 'acceptance and commitment therapy' (ACT)
- Other half taught using 'prejudice awareness education'
- ACT much bigger changes in self-ratings than education

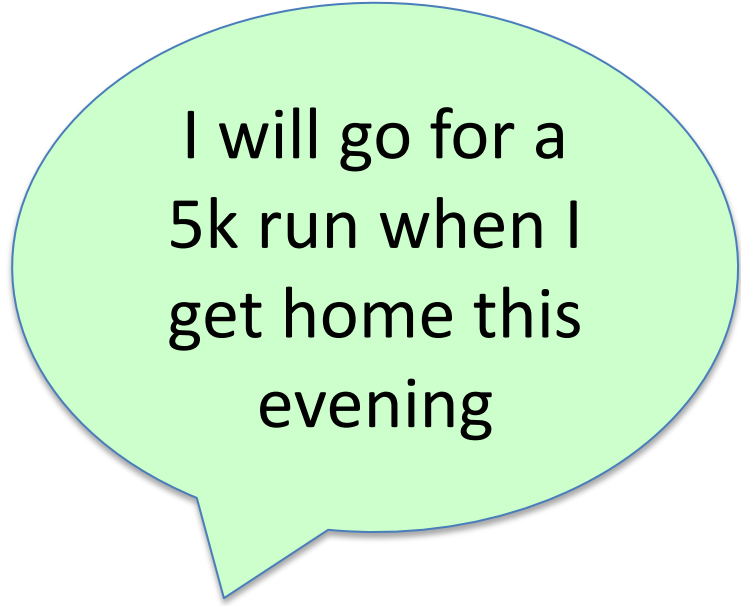
Questionnaire items

Domain	Item	Survey Question
Awareness and acknowledgement of bias	A	I feel that I am aware of my own biases.
	B	My biases and prejudices affect how I interact with people from different racial and ethnic backgrounds.
	C	I feel that my prejudicial thoughts are a significant barrier to me being culturally sensitive.
Acceptance and flexibility	D	It's OK to have prejudicial thoughts or racial stereotypes.
	E	It's OK to have friends that I have prejudicial thoughts about from time to time.
Thought control and general defusion skills	F	I try not to think negative thoughts I have about people from different racial or ethnic backgrounds.
	G	When I evaluate someone negatively, I am able to recognize that this is just a reaction, not an objective fact.
Positive action intentions	H	I believe that I am able to transcend racial boundaries with my actions.
	I	I plan to actively seek out experiences that could expose me to people who have a different cultural, racial, or ethnic background than me.

Tools for reducing bias: implementation intentions plan



I will exercise
more



I will go for a
5k run when I
get home this
evening

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