



BREAKING THE BIAS HABIT[®]

A WORKSHOP TO PROMOTE GENDER EQUITY

Guide for Presenters



W I S E L I

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison

Breaking the Bias Habit

This is a sample of the guidebook "Breaking the Bias Habit: A Workshop to Promote Gender Equity."

The complete book is available as part of a package, and can be ordered from [WISELI's online bookstore](#).

To learn more about the content in this book and the accompanying workshop, please browse the [WISELI website](#) or reference:

- Carnes, Molly; Patricia G. Devine; Linda Baier Manwell; Angela Byars-Winston; Eve Fine; Cecilia E. Ford; Patrick Forscher; Carol Isaac; Anna Kaatz; Wairimu Magua; Mari Palta; and Jennifer Sheridan. 2015. "Effect of an Intervention to Break the Gender Bias Habit: A Cluster Randomized, Controlled Trial." *Academic Medicine*. 90(2): 221-230.
- Carnes, Molly; Patricia G. Devine; Carol Isaac; Linda Baier Manwell; Cecilia Ford; Angela Byars-Winston; Eve Fine; David Burke; and Jennifer Sheridan. 2012. "Promoting Institutional Change Through Bias Literacy." *Journal of Diversity in Higher Education*. 5(2): 63-77.

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BREAKING THE BIAS HABIT®
A WORKSHOP TO PROMOTE GENDER EQUITY

Molly Carnes

Patricia Devine

Linda Baier Manwell

Jennifer Sheridan

Cecilia E. Ford

Trini Stickle

Veronika Drake

Angela Byars-Winston

Carol Isaac

Eve Fine

Julia Nelson Savoy

Guide for Presenters

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<https://charge.wisc.edu/wiseli/items.asp>.

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Guide for Presenters

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CD/ROM

Editable files for all workshop materials are provided.

BreakingBiasHabit_Slides.pptx

Participant Documents

BBH_Bookmark.pptx
Case_Study_1.docx
Case_Study_2.docx
Commitment_to_Action_Form.docx
Evaluation_Form.docx
Lexicon_of_Bias_Literacy.docx
Notes.docx
Participant_Agenda.docx
Presenter_List.docx
Reference_List.docx
Strategies_to_Help_Break_the_Bias_Habit.docx

Presenter Documents

Bias_Literacy_Flyer.pptx
Charts_ForWorkshopMaterials.pptx
Presenter_Agenda.docx
Presenter_Case_Study_1.docx
Presenter_Case_Study_2.docx
Shepards_Turning_the_Tables.docx
Workshop_Checklist.docx

DVD

Video clips from real workshops are used to illustrate challenging discussions.

Framing the Discussion (Workshop Introduction)

Clip 1: Defining Gender Equity
Clip 2: Benefits of Gender Equity

Bias as a Habit of Mind (Module 1)

Clip 3: Object Perception
Clip 4: Is Prejudice Declining?
Clip 5: Reactions to Taking the IAT
Clip 6: Fielding Questions on the IAT

Implicit Bias in Professional Life (Module 2)

Clip 7: Gender Stereotypes
Clip 8: Implicit Bias and Employment Gaps
Clip 9: A Nuanced Understanding of Leadership

Breaking the Bias Habit (Modules 2 and 3)

Clip 10: Case Study #1: Dr. Janet Williamson
Clip 11: Case Study #2: Dr. Sandra Thompson
Clip 12: Addressing Stereotypes in Daily Life

ABOUT THE WORKSHOP

This workshop was developed as part of a National Institutes of Health initiative to increase the diversity of the scientific workforce. Funding for this particular program focused on gender diversity in academia, however the concepts and strategies discussed in the workshop transcend gender bias and can be applied to diversity more broadly.

BACKGROUND

Although women and men are near parity at early career levels, women are often underrepresented in the senior ranks. The full potential of their contributions remains unrealized in many fields such as science, technology, engineering, mathematics, and medicine (STEMM).

Unraveling the complexities of this issue demands a multi-tiered approach at both the organizational and individual level. At the institutional level in university settings, women report more negative department climates, leave the university in greater numbers, attain tenure at lower rates, receive fewer academic awards and honors, and are less likely to hold leadership positions. At the individual level, adverse employment outcomes for women often result from cognitive distortions based on assumptions (stereotypes) about gender-linked social roles, competencies, and traits.

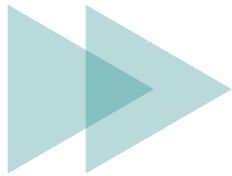
Attempts to address these issues via diversity mandates can be perceived as coercive and thus may backfire. A synthesis of the research in three areas—motivation to respond without prejudice, intentional behavioral change, and adult learning—suggests that active learning which incorporates self-reflection, applied practice, and commitment to action will best facilitate sustained behavioral change, both at the individual and institutional level. To produce pervasive changes that impact the root causes of gender bias in academia, we require:

- an evidence-based intervention that leads to habitual, unconscious, non-biased behavior among faculty who are the prime movers of organizational change; and
- the ability to present an equity intervention without triggering aversive responses.

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ELEMENTS OF WORKSHOP DESIGN

Considering these requirements for change, we designed a program to promote both individual and institutional behavioral change using a non-coercive approach. The workshop incorporates principles of adult learning and intentional behavioral change. It includes eight active, participatory exercises done in either a small-group or large-group setting, and an individual writing exercise committing to action.



During this workshop, we introduce the concepts underlying gender bias, share examples of how these biases can play out in the workplace, and provide evidence-based strategies to promote self-regulation of bias.

WORKSHOP OUTCOMES

Participants in the workshop experience:

- increased awareness of one's own personal biases;
- increased levels of internal motivation to respond without prejudice;
- increased equity self-efficacy; and
- enhanced positive equity outcomes expectations.

Participating departments and their members enjoy:

- increased levels of external motivation to respond without prejudice;
- increased gender equity action (if >25% of the department participates); and
- a more positive climate.

Breaking THE BIAS HABIT[®]

PERSIST in your attempts to change implicit bias habits through bias literacy.

Be aware of...

- P** = Prescriptive gender norms
- E** = Expectancy bias
- R** = Reconstructing credentials
- S** = Stereotype priming
- I** = Incongruity of roles
- S** = Stereotype Threat
- T**

Strategies to Employ:

- Stereotype replacement
- Counter-stereotypic imaging
- Individuating
- Perspective-taking
- Increasing opportunities for contact



Guidelines for Using the BREAKING THE BIAS HABIT® Workshop Kit

Thank you for purchasing the workshop kit: Breaking the Bias Habit®: A Workshop to Promote Gender Equity.

This kit includes the following materials needed to present a 2.5 hour workshop:

- 5 guidebooks for workshop presenters
- 1 USB thumb drive containing
 - electronic copies of workshop materials such as Powerpoint slides and handouts
 - video clips illustrating common questions and responses from actual workshops
- 1 sample folder containing hard copies of all the handouts provided to workshop participants
- 3 sets of Shepard's "Turning the Tables" transparencies.

Please note that all materials in this workshop kit, except Shepard's "Turning the Tables," are copyrighted by WISELI and the Board of Regents of the University of Wisconsin System. Your purchase of this workshop kit includes permission to adapt, reproduce, and store these materials in electronic or hard copy form for use **at your institution or organization only**, provided that the following copyright information is included:

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For more information, please see the following Frequently Asked Questions (FAQs):

Frequently Asked Questions (FAQs)

Using the BREAKING THE BIAS HABIT® Workshop Kit

Can I use the provided powerpoint slides and materials to present this workshop for my own institution/organization?

YES. *Permission to use the powerpoint slides and materials for your own institution/organization is included with your purchase provided you include the original copyright information.*

Can I substitute data from my own institution/organization for the sample data in slide 9?

YES, *it would be ideal if you included your own data in slide 9. You can also choose to use data presented in the presentation titled “Charts_ForWorkshopMaterials.pptx” in the folder, PRESENTER DOCUMENTS, on the included USB thumbdrive.*

Can I make other changes to the powerpoint slides and handouts? (E.g., eliminate some slides or handouts, add slides describing different studies, use different case studies, change the color scheme, etc.)?

YES, *you can choose to eliminate, add, or change materials. If you add or change materials, you should change the copyright statement to read: Copyright © 2010, 2015 by WISELI and the Board of Regents of the University of Wisconsin System. Reproduced and adapted with permission.*

If I or my college/university purchased this toolkit to use on my campus, can I use the provided powerpoint slides and materials to present this workshop at a meeting or conference of a professional association or organization?

PERHAPS. *Please contact WISELI (wiseli@engr.wisc.edu) to request such permission.*

Can I use the provided powerpoint slides and materials purchased by my institution/organization to present this workshop at another institution/organization?

NO. *Please ask other interested institutions or organizations to contact WISELI to inquire about WISELI’s availability to present this workshop on their campus. If you are a consultant/trainer wanting to present or adapt this workshop for your clients, please contact WISELI (wiseli@engr.wisc.edu) to discuss potential licensing agreements.*

Can I make copies of the materials in the sample folder to distribute to workshop participants?

YES.

Can I print copies of the PARTICIPANT DOCUMENTS and powerpoint presentation handouts on the USB thumb drive to distribute to workshop participants?

YES.

Can I post copies of the powerpoint presentation and PARTICIPANT DOCUMENTS online?

PERHAPS. *You may post copies of the powerpoint presentation handouts (as a pdf document) and PARTICIPANT DOCUMENTS online, if they are posted to a website only accessible to members of your institution or organization who must provide a user id and password to gain access.*

If your question isn’t listed here, please contact WISELI: wiseli@engr.wisc.edu.