

Unconscious Bias & Efforts to Mitigate It

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Unconscious Bias

The tendency of our minds to apply characteristics of groups (real or imagined) to our judgments about individual group members.

Processes Interrupted with Unconscious Bias Education

Stanford

- Faculty search committees
- Campus leadership: department chairs; Executive committee within Schools.
- All department members / Climate



- Faculty hiring committees
- All department members / Climate
- Campus-wide faculty research awards

OTHER PROCESSES

Methods for Delivering Unconscious Bias Education

Stanford

- 45-minute AVP visits to faculty search committees
- 30-minute AVP talks/discussion within a department- All faculty
- Up-to-date Information:
 - summary of relevant recent studies
 - Practical advice in outreach and recruitment
- Campus-wide topic-driven discussions/programs:
Diversity&Inclusion@Stanford
Everyday Bias Workshop

WISCONSIN

UNIVERSITY OF WISCONSIN-MADISON

- 4-hour workshop for members of faculty search committees
- 2.5-hour workshop on unconscious gender bias to department
- 20-minute talk/discussion to administrative search committee
- 30-minute talk/discussion to awards committees
- (Time varying) video game

OTHER METHODS

Lessons Learned

Stanford

- Volunteer vs. “Compliance”
- Support of Dean
- Discussions driven by data and/or innovative approaches garner most attention
- Further thoughts: making committee visits more scalable. Institutionalizing innovative practices



- Hiring committee training works best when departments are combined
- Entire campus is eager to participate (staff)
- Strong demand for information on racial/ethnic bias

OTHER LESSONS

Measuring Success

Stanford

- Increased number of invitations to departments (not only search committees)
- Faculty engagement towards systemic solutions:
 - School-wide strategic plan
 - Faculty Scholars



- Offers and hires of women faculty
- Satisfaction with search process for new hires
- Motivation and action towards acting without bias
- Department climate improvements

OTHER MEASURES