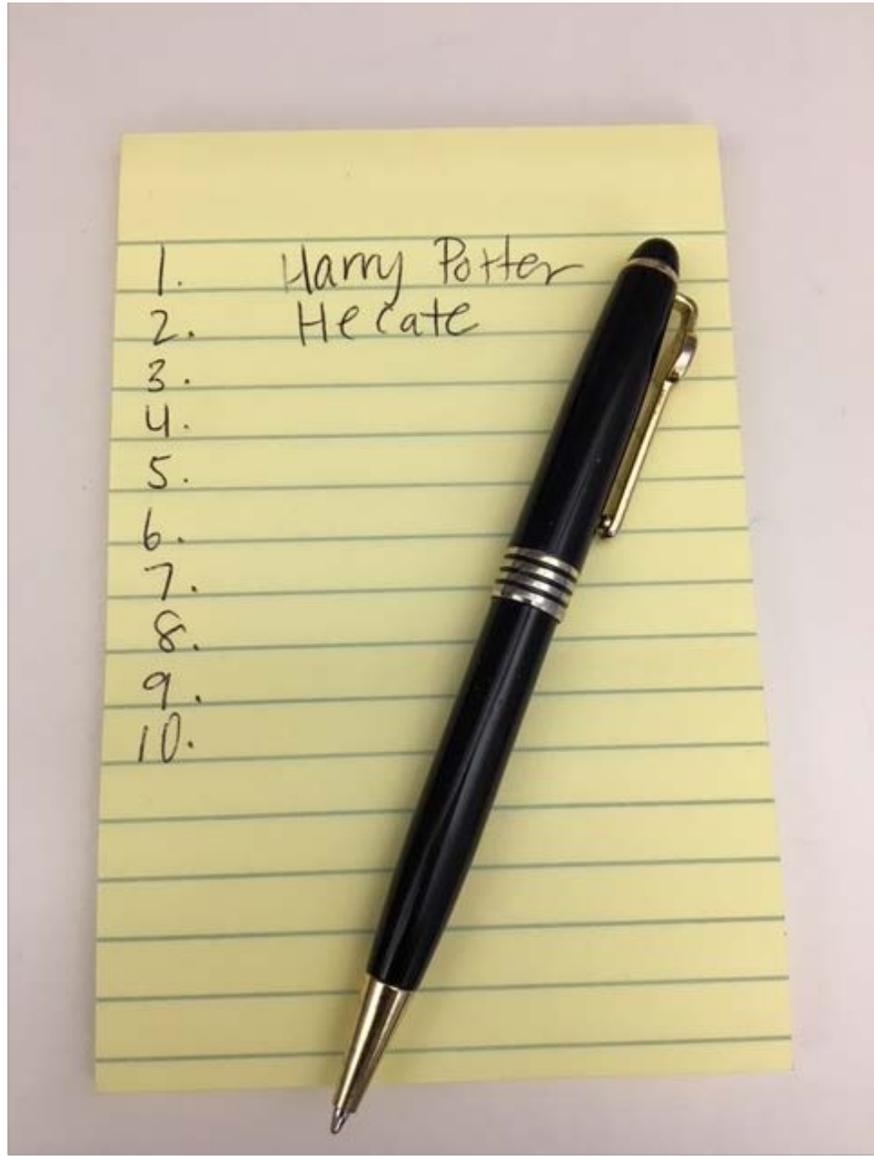


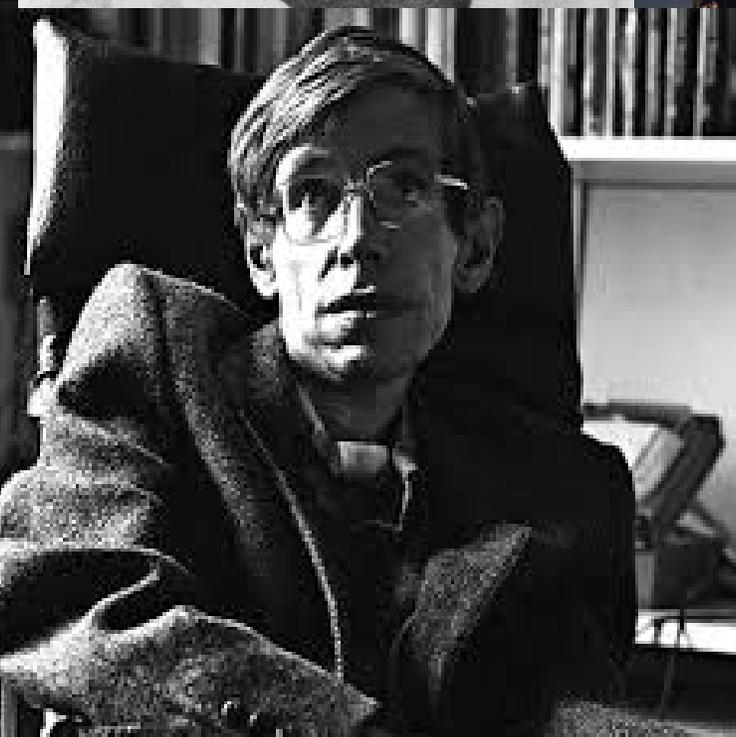
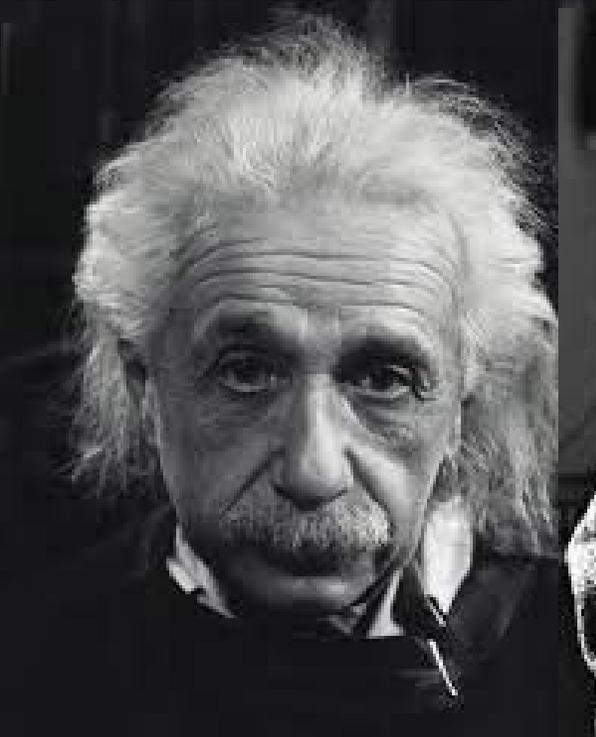
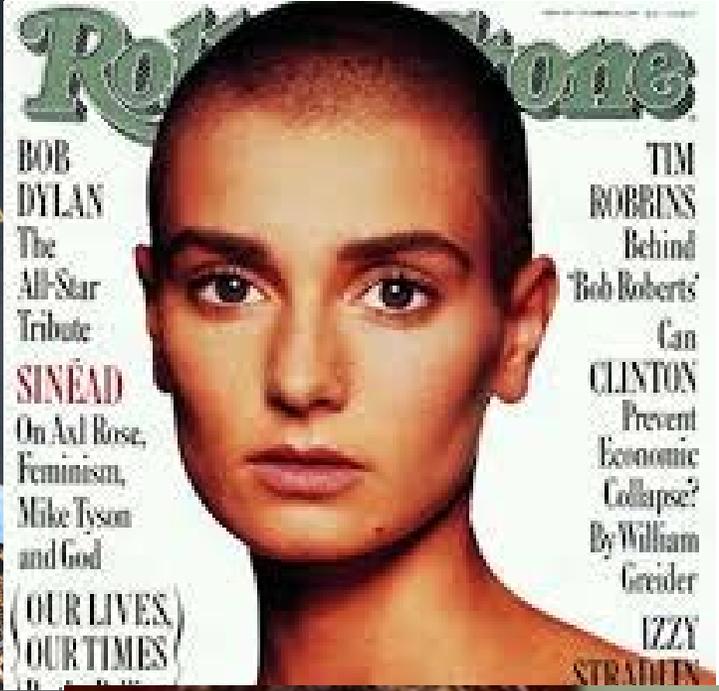
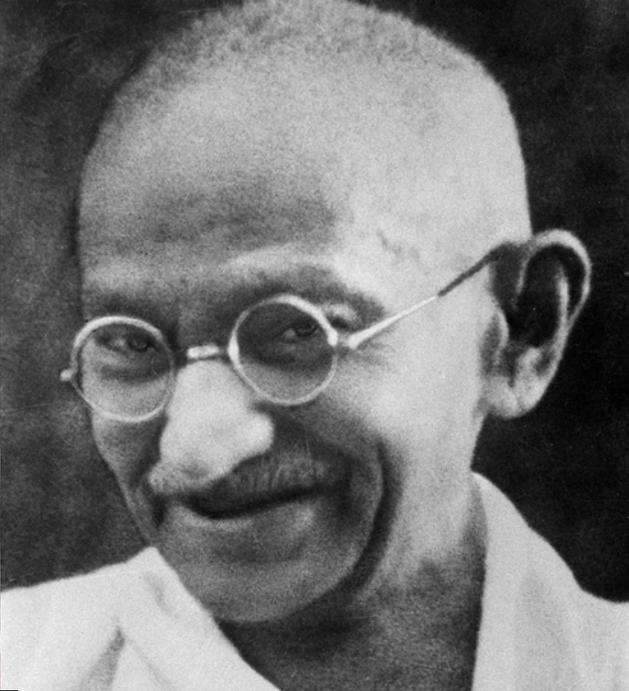
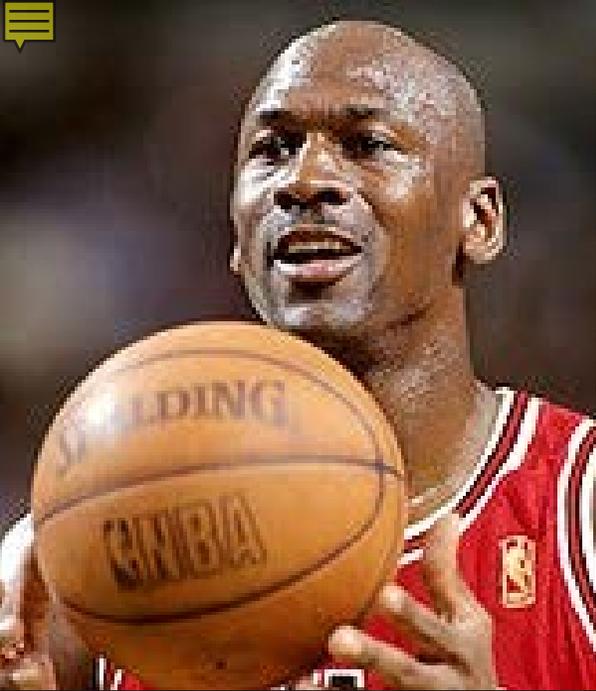
Implicit Bias Trainings at the UC

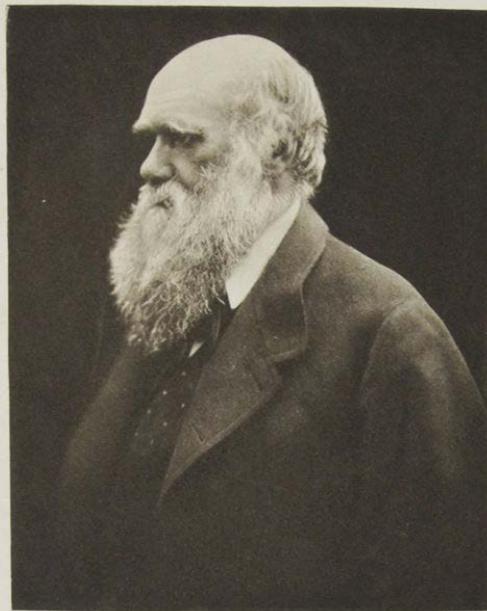
Tae-Sun Kim, Ph.D. | Manager of Strategic Diversity Initiatives | UCOP Diversity & Engagement



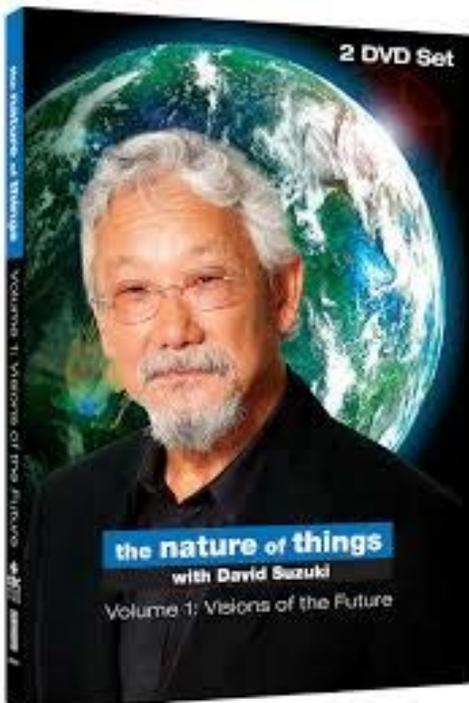
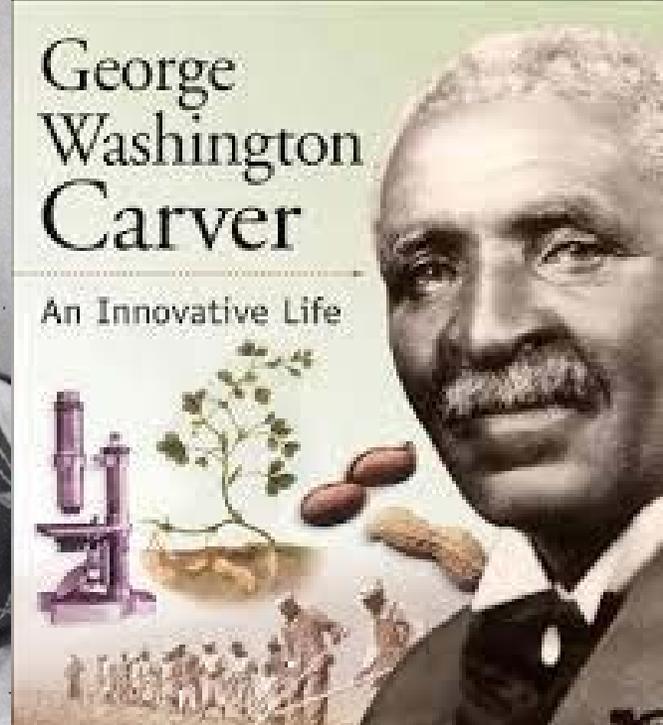
Icebreaker







Ch. Darwin



Basic Principles of Mitigating Implicit Bias



I. We all have knowledge gaps and biases that influence our cognition. The first step is to explore how you may have internalized those biases based on your socialization and lifestyle.

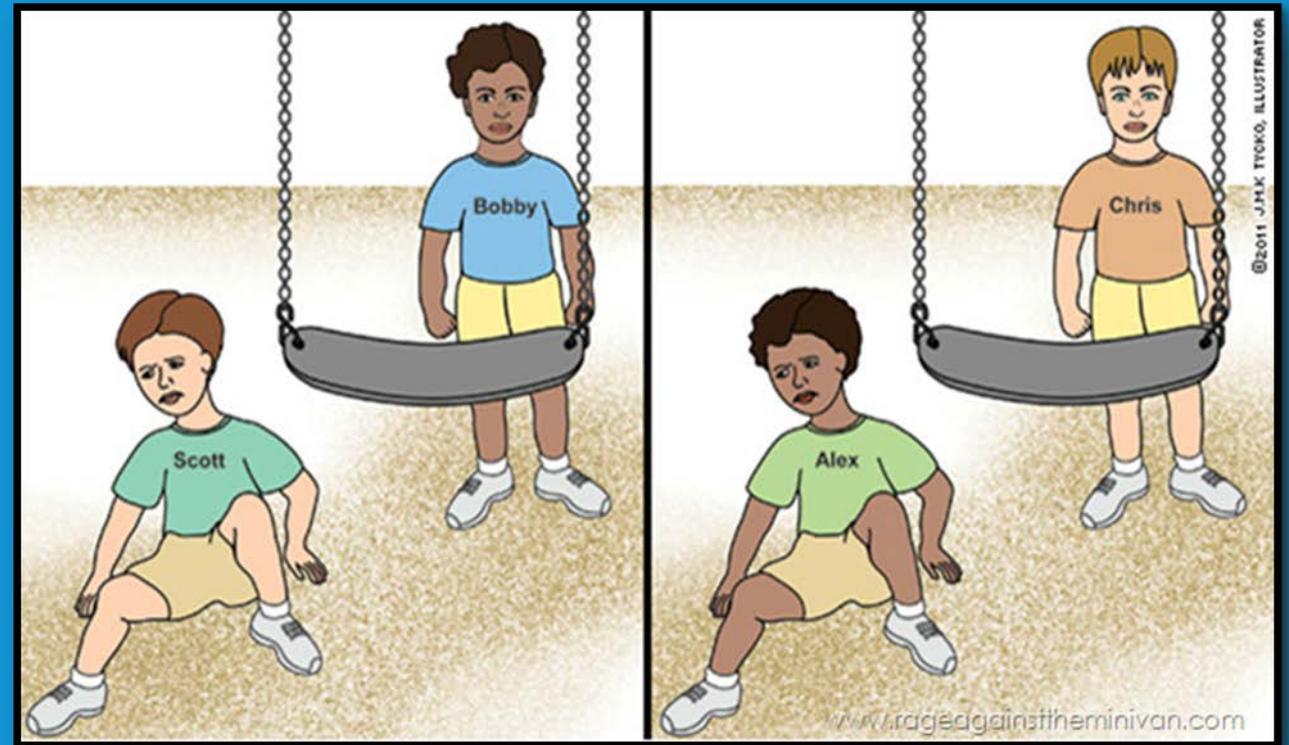
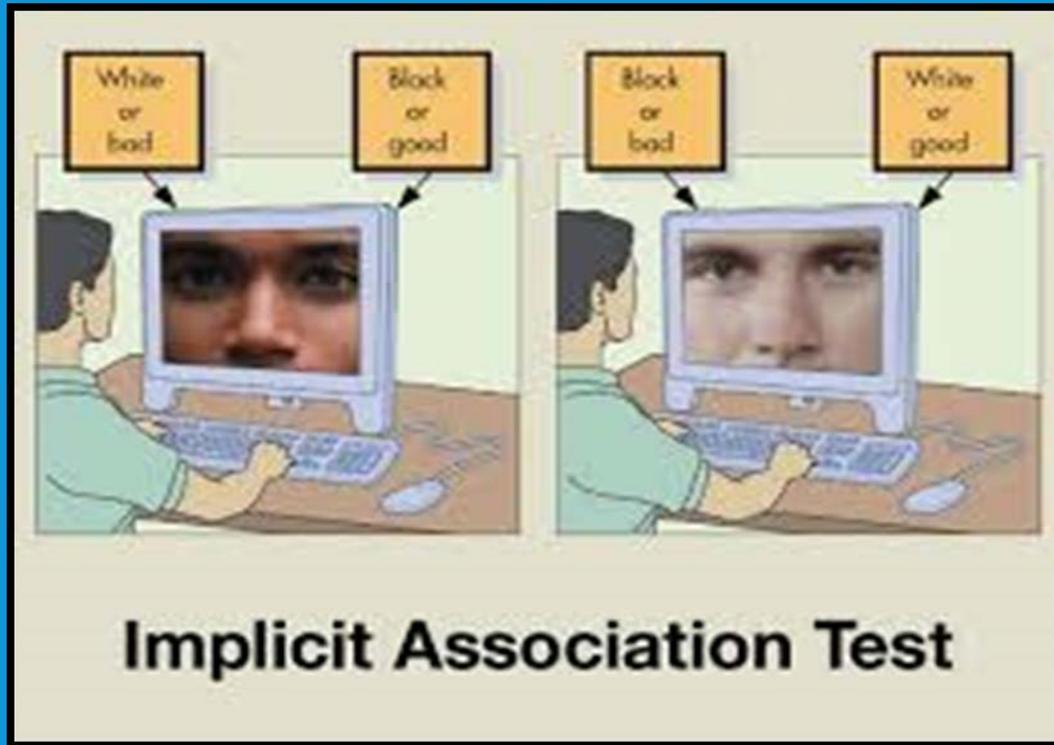
Where and how did you learn that scientists are _____, _____, and _____?

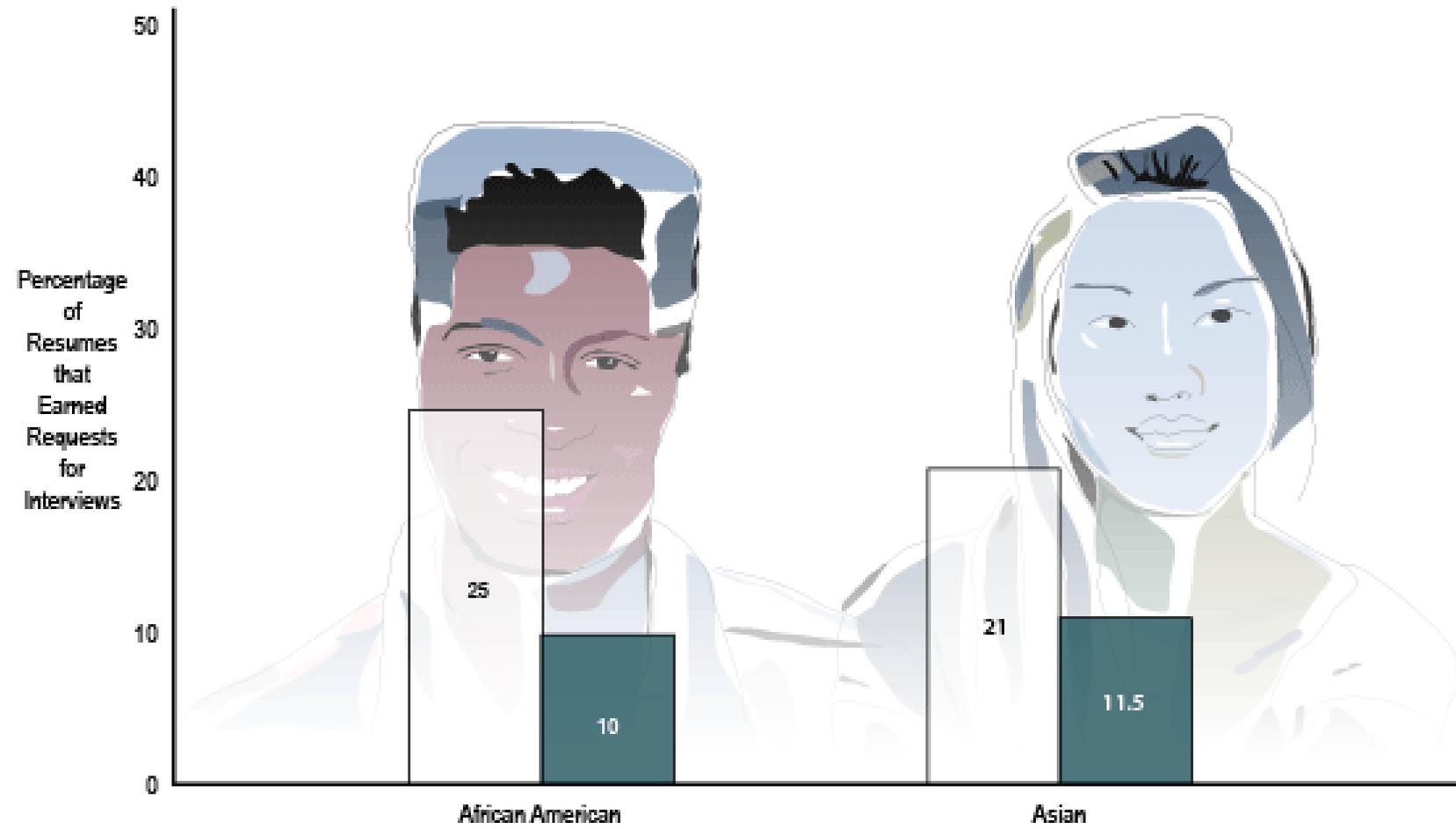
Would you recognize the future Neil deGrasse Tyson or Dian Fossey if they applied for an entry level administrator, assistant professor, or executive leadership position?

Overview of Implicit Bias Research



Harvard Implicit Association Test (IAT)





Callbacks for “Whitened” Resumes

- Whitened Resumes
- Non-Whitened Resumes

Basic Principles of Mitigating Implicit Bias



II. Improve decision making by slowing down and removing discretion and ambiguity from decision-making.

Watch out for **confirmation bias**, the **halo effect**, and **bandwagon effect**. Form diverse search committees, use structured interview questions, and create relevant evaluation processes to eliminate these forms of bias.

Ask, “What evidence has supported every conclusion I have drawn, and how have I challenged unsupported assumptions and favorable or unfavorable “feelings” about each candidate?”



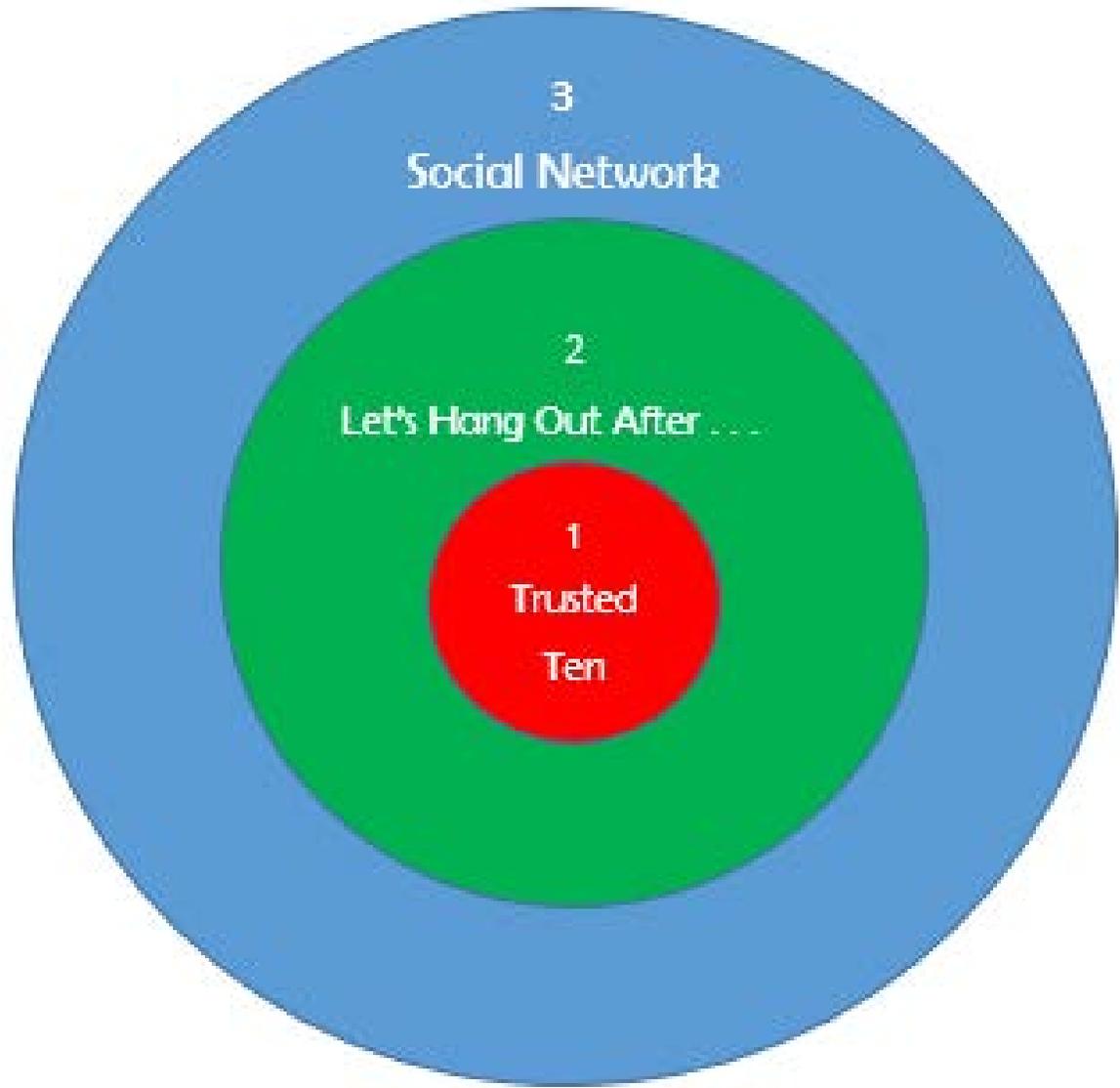
Circle of Trust



Instruction
List the names of people you trust. Try not to include family members.

Fold Over

| First Name | Social Identities | | | | | | | |
|------------|-------------------|-----------|--------|-----------|--------------------|----------------|------------------------|----------------------|
| | Race | Ethnicity | Gender | Age Range | Sexual Orientation | Marital Status | Educational Attainment | Socio-Economic Class |
| Hilton | B | AfAm | M | 40+ | G | S | PhD | UpperM |
| Tiffany | B | AfAm | F | 30+ | H | M | Ma | Middle |
| Melissa | L | Latinx | F | 40+ | L | M | PhD | UpperM |
| Paul | B | AfAm | M | 40 | H | M | PhD | UpperM |
| James | B | Af | M | 60+ | H | S | PhD | UpperM |
| Trent | W | white | M | 60+ | H | M | PhD | UpperM |
| Rodney | B | AfAm | M | 60+ | H | M | Ma | UpperM |
| Barry | B | AfAm | M | 60+ | H | M | Ma | UpperM |
| Maggie | A | ChAm | F | 50+ | H | M | Ma | Middle |
| Andrea | A | ChAm | F | 50+ | H | M | PhD | UpperM |



Basic Principles of Mitigating Implicit Bias



III. Leverage ERGs and professional affinity groups. Get input from people who have access to knowledge and social networks different from you and your “in group”.

Are there really NO qualified and capable _____ for the position?

Other than your “trusted” networks and sources, where else may you find a critical mass of candidates from an under-represented population?

Basic Principles of Mitigating Implicit Bias



IV. Replace the association. If you tend to associate harmful and untrue stereotypes to entire group of people, then practice replacing the association with counter-examples.

What are the feelings that you have when you are around people with whom you have “chemistry;” people with whom you are comfortable with? Which populations trigger the opposite feelings?

What literature can you read, what films can you watch, what images can you exhibit to counter negative stereotypes about the minority communities you are underserving or excluding?

Implicit Bias Training Opportunities at the UCs

UC Managing Implicit Bias Series: The Impact of Implicit Bias

UC Learning Center, Keyword Search: Implicit Bias

Diversity & Inclusion Staff Certification Programs at Individual Campuses

Diversity & Inclusion Staff Certificate Program (UCSF)

Multicultural Education Program, Evolving Our Community at Cal

Diversity & Inclusion Certification Program (UCSC)

Diversity Matters Series for Faculty and Staff (UCSB)

Public Implicit Bias Resources and Videos Developed at Individual Campuses

[Implicit Bias Video and Article Series](#) (UCLA Equity, Diversity and Inclusion)

[Unconscious Bias Resources](#) (UCSF Office of Diversity and Outreach)

[Implicit Bias Resources](#) (ADVANCE UC Davis)

[Faculty Search Committee Best Practices](#) (UC San Diego Health Sciences)

[Learning Resources](#) (UCR, Diversity @ Riverside)

Questions & Comments

tae-sun.kim@ucop.edu