Unconscious Bias in Student Recruitment and Teaching

Aim: This training is designed to raise awareness about unconscious bias in student recruitment and teaching so that a culture can be developed where students of all backgrounds can be welcomed and supported to reach their full potential

By the end of this training you will be able to:

➢ Explain what unconscious bias is and how it occurs
➢ Challenge your decision-making processes when recruiting students
➢ Recognise how unconscious bias can impact on the design, delivery and assessment within teaching and learning
➢ Utilise strategies and techniques for reducing personal, team and institutional unconscious bias

The Training for **all staff involved in student recruitment and teaching**. It is anticipated that there will be a mix of academic and professional support staff within all of these sessions.

The training will be led by Challenge Consultancy, an external company.

You are invited to **select one workshop** from the following dates/times and then **book through My View** using Bias as the keyword

Workshop **1**	Fri 29/04/2016	9.00-12.00	(Stoke)
Workshop **2**	Fri 29/04/2016	1.30-4.30	(Stoke)
Workshop **3**	Wed 04/05/2016	9.00-12.00	(Stafford)
Workshop **4**	Wed 04/05/2016	1.30-4.30	(Stafford)
Workshop **5**	Fri 20/05/2016	9.00-12.00	(Stoke)
Workshop **6**	Fri 20/05/2016	1.30-4.30	(Stoke)

In preparation for the session we would like you to look at two of Project Implicit's online tests. The Implicit Association Test (IAT) is designed to help you explore your own potential bias and will not be shared with anyone. We all have biases, some negative and some positive, and the test results may surprise you!

- Go to https://implicit.harvard.edu/implicit/research/
- Register using your email address and/or login
- The system will try to get you to take a random test but you will need to navigate back to the initial page and select the 'Take a Test' tab at the top right
- You will be taken to a Preliminary Information page which will give you some background on IATs
- Click on 'I wish to proceed' and you will be taken to a list of tests
- Have a go at the Race IAT and the Gender-Science IAT
- Each will take about 10-15 minutes to complete and then give you some feedback
- If you are interested, and have time, explore some of the other tests on the site.