

Creating a Gender Sensitive Institution

Unconscious Bias

SESSION WORKSHEET

Please use this worksheet to complete the online tasks for this session.

To beneficially build on your knowledge and experience of the topic you are encouraged to fully complete the tasks.



Prepare

Task 1: Watch

1. Watch the Royal Society video *Understanding Unconscious Bias*.
2. Having watched the Royal Society video on unconscious bias:
 - a) What are your initial thoughts and reactions to the clip?

- b) Can you think of examples of unconscious bias from your own experience?

- c) What comments under the clip do you agree or disagree with?

Tick the box on the right once the task is complete.



Study

Task 1: Interact

Watch the presentation entitled *Unconscious Bias*.

Tick the box on the right once the task is complete.

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Apply

Task 1: Watch and write

Does the Australian Snickers Ad promote gender equality values or not?

Tick the box on the right once the task is complete.

Task 2: Read and write

1. Stereotype replacement

Try to recognise stereotypes in both your own experiences and in wider society (e.g. social media, advertising). Think about why the stereotype occurs and what it could be replaced with.

2. Counter-stereotypic imagining

Imagine in detail someone who counteracts the stereotype whether in abstract (e.g. female scientist) or a specific famous (e.g. Marie Curie) or non-famous (e.g. a friend/colleague) person.

a) Stereotype:

b) Name of person who counteracts the stereotype and why:

3. Individuation

Obtain specific information about individuals. This helps you to evaluate individuals on their personal, rather than group-based, attributes. Can you think of individuals for whom you can plan to apply this strategy?

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4. Perspective taking

Adopt the perspective of the person being stereotyped, avoiding automatic assumptions. What are your thoughts, having stepped into their shoes?

5. Increasing intergroup contact

Seek opportunities to encounter and engage in positive interaction with people from your 'out-group'. Can you name individuals from your out-group who you can commit to engaging with regularly?

Tick the box on the right once the task is complete.

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Task 3: Interact and write

The Trusted Ten Exercise

Trusted Ten							
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							
9.							
10.							

1. _____
2. _____
3. _____

Tick the box on the right once the task is complete.

Task 4: Interact and write

Having tested how gender-biased your job advertisements are, using the gender bias decoder:

- a) How did the job ad from your institution perform in the gender bias decoder?

- b) Are there any words or phrases that could be changed to be more gender neutral?

Tick the box on the right once the task is complete.

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Reflect

Task 1: Write

Identify two personal actions that you can take to mitigate your own biases, choosing something that it is within your control to do and does not rely on either other people or the institution to change.

For example: “When conducting interviews, I will use standardised questions” or “when giving presentations I will include images reflecting diversity”

1. _____

2. _____

Identify one thing your organisation should do to reduce bias within its systems, and use the format of “when X happens, we will do Y”.

For example: “When the organisation advertises jobs, we will check them for gender neutral language and phrasing.”

1. _____

Tick the box on the right once the task is complete.



Recall

Task 1: Interact

Test your recall of the main concepts covered in the session.

Tick the box on the right once the task is complete.



Extend

Task 1: Explore

Please see the online session for the complete set of Extend materials

Tick the box on the right once the task is complete.