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.
Creating a Gender Sensitive Institution
Unconscious Bias

SESSION WORKSHEET

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?

________________________________________________________
Creating a Gender Sensitive Institution
Unconscious Bias

SESSION WORKSHEET

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.
Creating a Gender Sensitive Institution
Unconscious Bias

SESSION WORKSHEET

Task 3: Interact and write

The Trusted Ten Exercise

<table>
<thead>
<tr>
<th>Trusted Ten</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
</tr>
<tr>
<td>2.</td>
</tr>
<tr>
<td>3.</td>
</tr>
<tr>
<td>4.</td>
</tr>
<tr>
<td>5.</td>
</tr>
<tr>
<td>6.</td>
</tr>
<tr>
<td>7.</td>
</tr>
<tr>
<td>8.</td>
</tr>
<tr>
<td>9.</td>
</tr>
<tr>
<td>10.</td>
</tr>
</tbody>
</table>

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.
Creating a Gender Sensitive Institution
Unconscious Bias
SESSION WORKSHEET

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.