UNCONSCIOUS BIAS

An interactive group discussion

By Karrington Hawkins and Lindsey Bradley

Let's play a game with Mentimeter

Two truths and one lie with

Lindsey and Karrington

Expectations

○ Please note that this is an open discussion forum and a **safe space**. We encourage respectful and constructive dialogue, but any **harmful comments will not be tolerated**. The information shared here is not intended to change any person's beliefs, this discussion is **meant to generate awareness**. We ask that participants come with an **open mind**.

○ You attending today means that you are aware of biases, and you have interest in learning. We are appreciative of you tuning in !
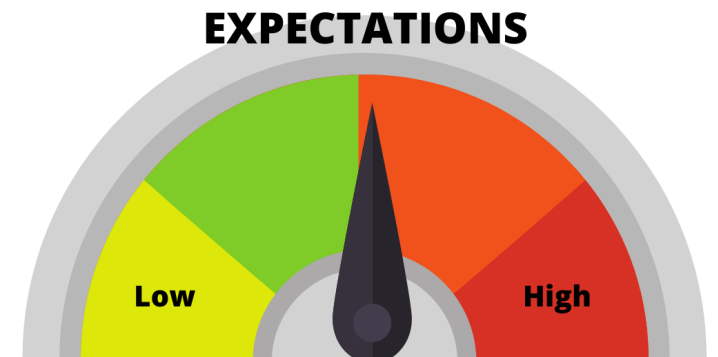
Agenda

- Define unconscious bias and stereotypes

- Mentimeter scenario questions

- Discussion
  - How can unconscious bias be harmful
  - Questions from self-assessment
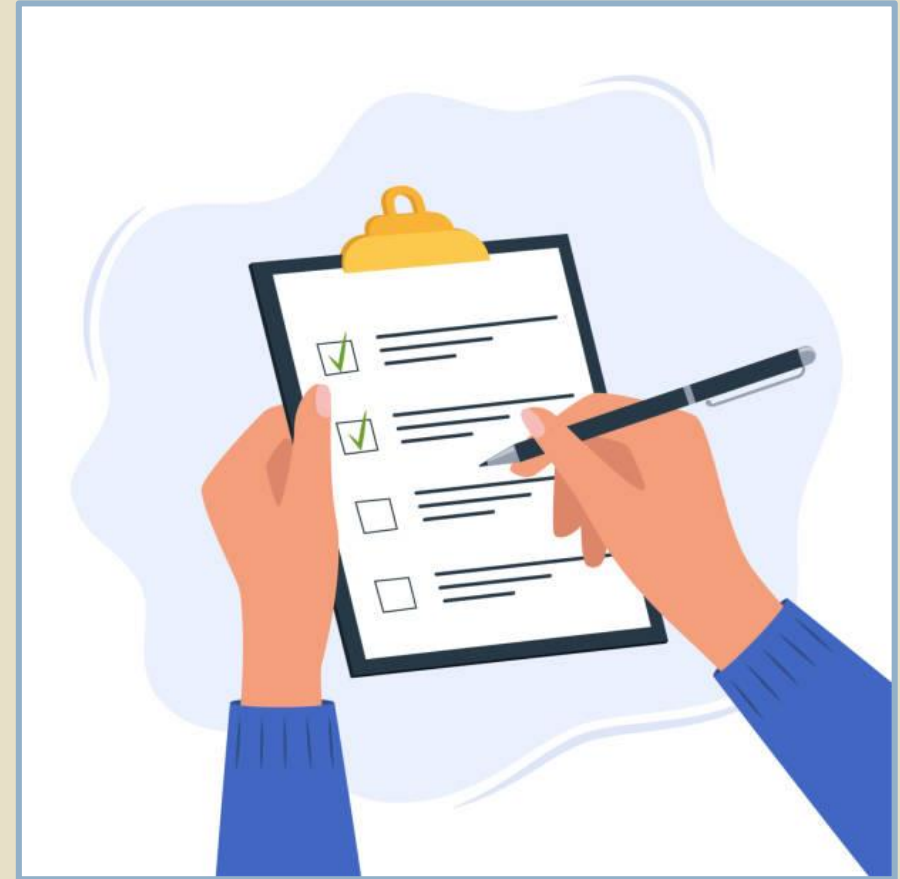
Important Definitions

- Stereotype: a widely held but fixed and <u>oversimplified</u> image or idea of a particular type of person or thing.
  - Example -"Pitbulls are aggressive"

- Unconscious biases: social stereotypes about certain groups of people that individuals form outside their own conscious awareness
  - Example- Gender bias, Confirmation bias etc.

How & Why, it happens

- The human brain can process 11 million bits of information every second. But our conscious minds can handle only 40 to 50 bits of information a second

- Our brains sometimes take cognitive shortcuts that can lead to unconscious or implicit bias, which can influence how we perceive and act toward other people.

Time for another Mentimeter

- This will consist of scenario-based questions that relate to the topic of unconscious bias

How is it harmful ?

◦ It can influence key decisions in the workplace and can contribute to inequality, for example in selection and recruitment, appraisals, or promotion

◦ Various type of biases:
  ◦ Confirmation, Gender, Halo Effect, Name, Affinity, Beauty, Conformity biases

How is it harmful ?

◦ Real life example exhibited through technology:

  ◦ Bias can be reflected and amplified by artificial intelligence in dangerous ways, whether it be in deciding who gets a bank loan or who gets surveilled. Reminder, AI and technology is reflective on the data is was built on.

    ◦ Ex: In 2018 it was discovered that Amazon had an AI recruiting tool. It showed extreme bias because it was selecting candidates based by observing patterns in resumes submitted to the company over a 10-year period. Most came from men, a reflection of male dominance across the tech industry. Amazon's system taught itself that male candidates were preferable.

Let's Talk !

If you got a chance to review some of the resources, what is something that stood out to you?

What is an environment I find myself most comfortable in?

Who are my closest 3 friends? What similarities do we share (race, social class, etc)?

Do I avoid conversations about social issues? If I have these conversations, am I listening or just talking?

What have I gained/ learned from this?

What will I do moving forward to increase/ challenge my awareness?

"Mgmt Biases – Staffing Outside the Box"

○ **_Link to register through BSH Academy_** this link

○ Open date opportunities
  • August 31, 6:00 – 7:30 PM CEST
    (Covers PST Zone)
  • September 12, 3:00 – 4:30 PM CEST
    (Covers EST Zone)

○ Contact: RNA-Training@bshg.com