



UCI's Commitment to Equity, Diversity, and Inclusion

Dr. Lisa Flanagan
Equity Advisor
School of Medicine

Dr. Katie Bolzendahl,
Equity Advisor
School of Social
Sciences

MEET *Your* Neighbor





We receive **11 million bits** of
information every moment.

We can only consciously
process **40 bits**.

99.99996%
unconscious

This content is from rework.withgoogle.com (the "Website") and may be used for non-commercial purposes in accordance with the terms of use set forth on the Website. **re:Work**

[https://youtu.be/NW5s -NI3JE](https://youtu.be/NW5s-NI3JE)



Inclusion

Excellence

Equity

Diversity

This is *YOUR*
community!

Why Do Our Biases Matter?



Tiny Bits of Bias → Big Consequences



Diversity → Competitive Advantage

We are not objective...
Breaking our Bias Habits



4 Triggers of Unconscious Bias

Tasks

Numbers

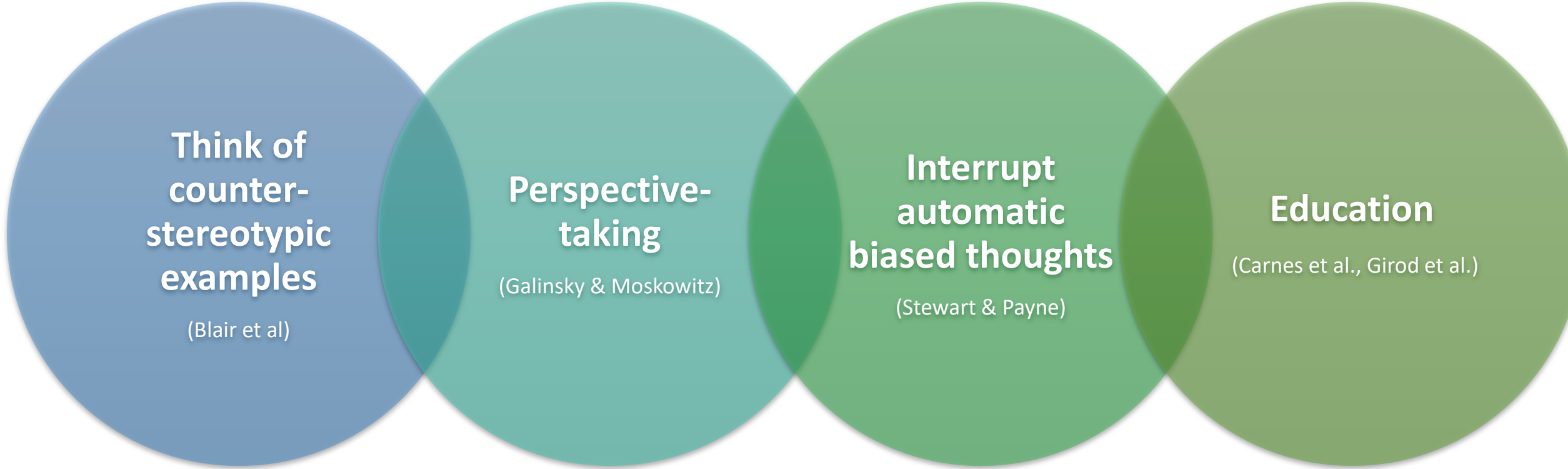
Clarity

Perceiver



What to do about implicit bias?

<https://diversity.nih.gov/sociocultural-factors/implicit-bias>



**Think of
counter-
stereotypic
examples**

(Blair et al)

**Perspective-
taking**

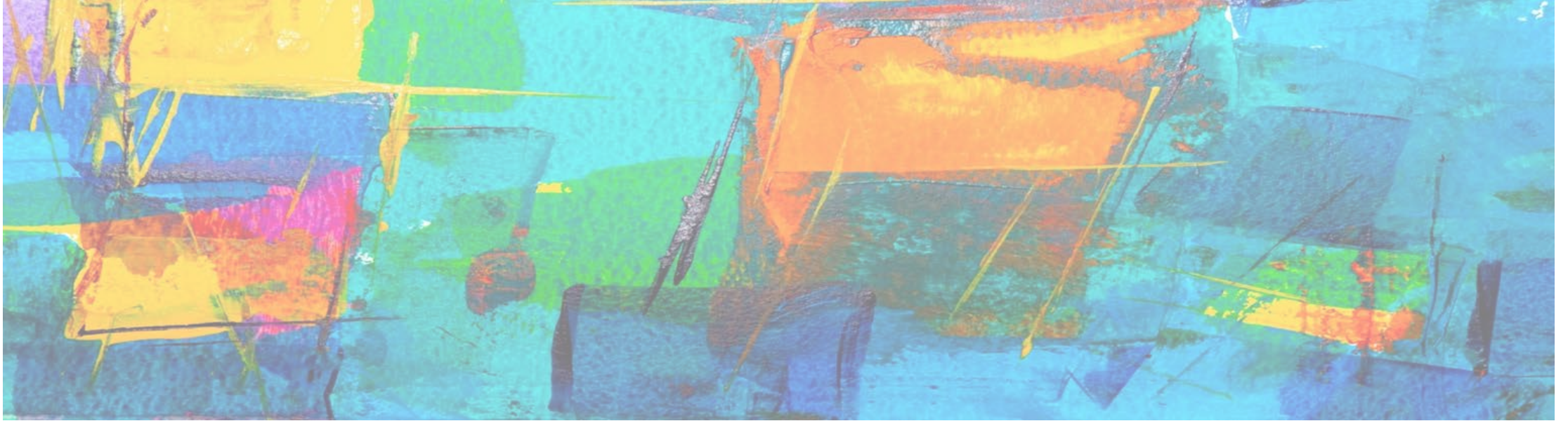
(Galinsky & Moskowitz)

**Interrupt
automatic
biased thoughts**

(Stewart & Payne)

Education

(Carnes et al., Girod et al.)



You make the call!

Areas for discussion:

- How might bias have influenced these faculty members' reactions to learning about Janet's departure?
- How might bias have influenced the department's or the dean's retention offer?
- How might you have handled this situation?
- What can you do if you notice biased reactions by colleagues?



Resources – UCI and Beyond

- www.inclusion.uci.edu
 - ADVANCE ➡ □ Equity Advisors
- Implicit Association Test
 - <https://implicit.harvard.edu/implicit/>
- NIH Scientific Workforce Diversity (SWD) Office
 - <https://diversity.nih.gov>
- Google re:Work
 - <https://rework.withgoogle.com>