



UCI's Commitment to Equity, Diversity, and Inclusion

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

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

99.99996%
unconscious

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Inclusion

Excellence

Equity

Diversity

This is *YOUR*
community!

Why Do Our Biases Matter?



Tiny Bits of Bias → Big Consequences



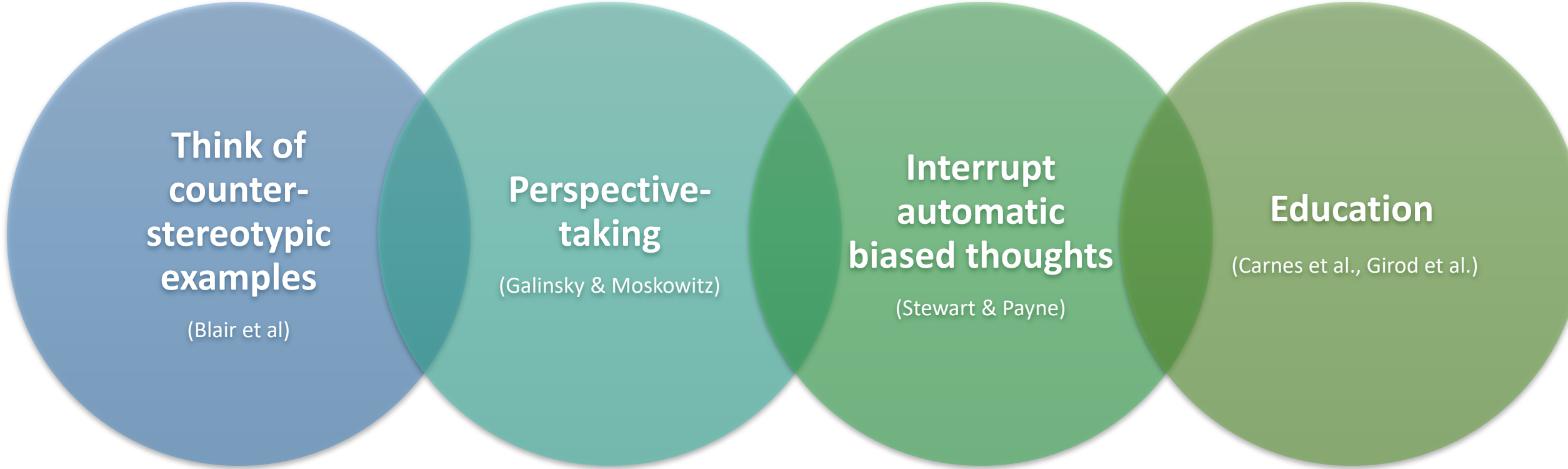
Diversity → Competitive Advantage

We are not objective...
Breaking our Bias Habits



What to do about implicit bias?

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



**Think of
counter-
stereotypic
examples**

(Blair et al)

**Perspective-
taking**

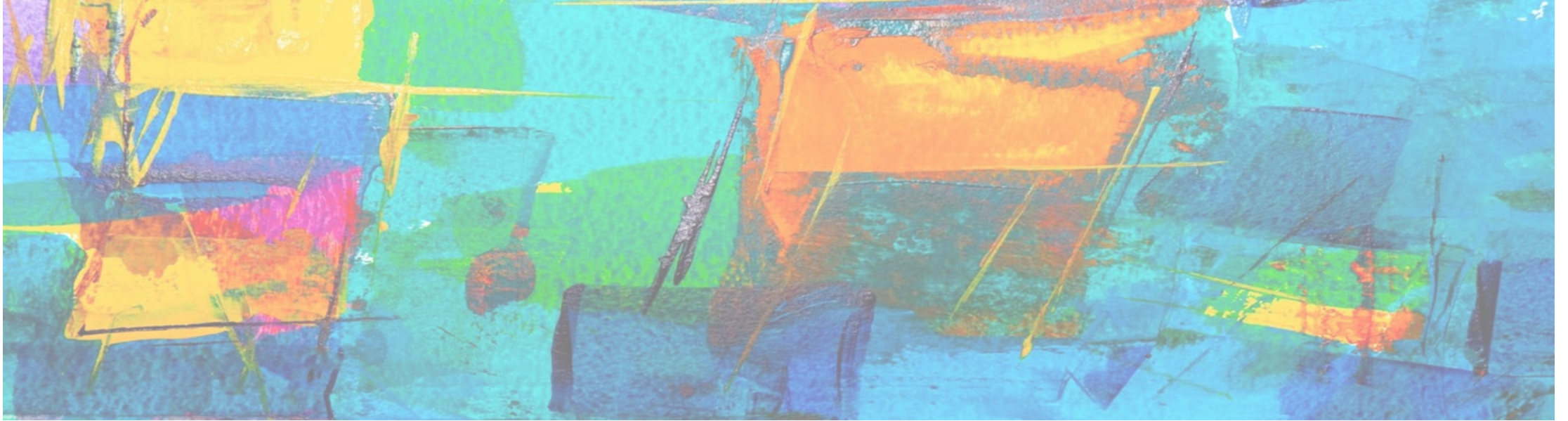
(Galinsky & Moskowitz)

**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

- ADVANCE → Equity Advisors; lists the Equity Advisors for each school
 - <https://inclusion.uci.edu/>
- UCI Diversity Resources
 - <https://uci.edu/diversity/index.php>
- Implicit Association Test
 - <https://implicit.harvard.edu/implicit/>
- NIH Scientific Workforce Diversity (SWD) Office
 - <https://diversity.nih.gov>