UCI’s Commitment to Equity, Diversity, and Inclusion

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MEET Your Neighbor
We receive 11 million bits of information every moment.

We can only consciously process 40 bits.

[99.99996% unconscious]

https://youtu.be/NW5s_-Nl3JE
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