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
This is YOUR community!
Why Do Our Biases Matter?

Tiny Bits of Bias → Big Consequences

Diversity → Competitive Advantage

https://www.youtube.com/watch?v=i_52T8ufdZM
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