



Dealing with Unconscious Bias

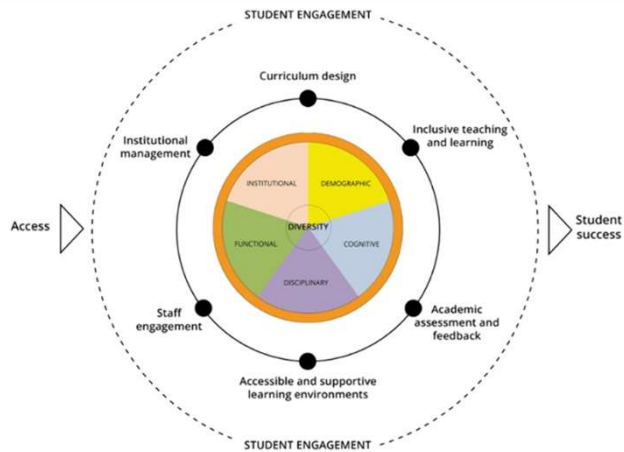
Enhance IDM Closing Conference
May 14th 2020



Agenda

- Major outcome of the project: e-Learning on IDM
- Vital part of the e-learning: Unconscious bias
- Working your unconscious bias: Critical Diversity Incidents
- Developing possible actions: Group discussion

Inclusion & Diversity Management (IDM) in the Curriculum

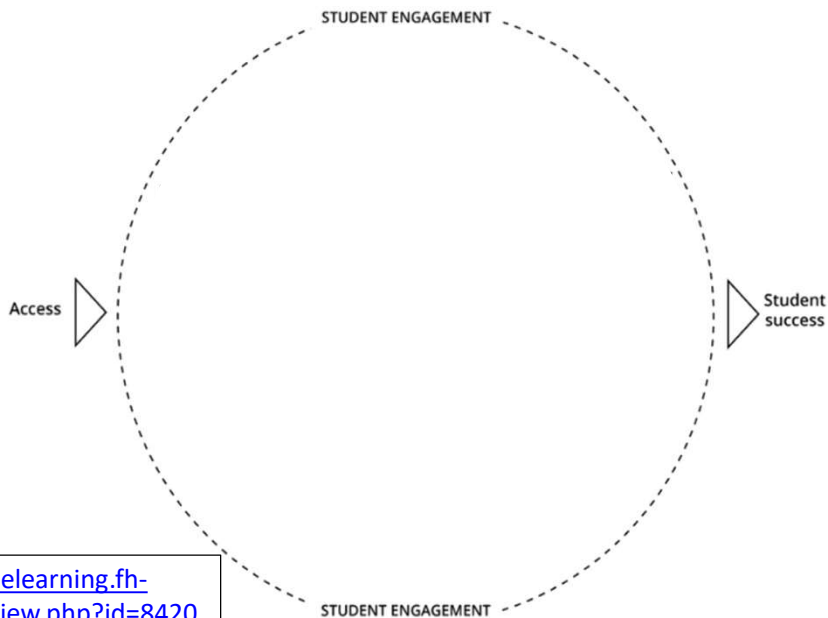


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Theoretical foundations

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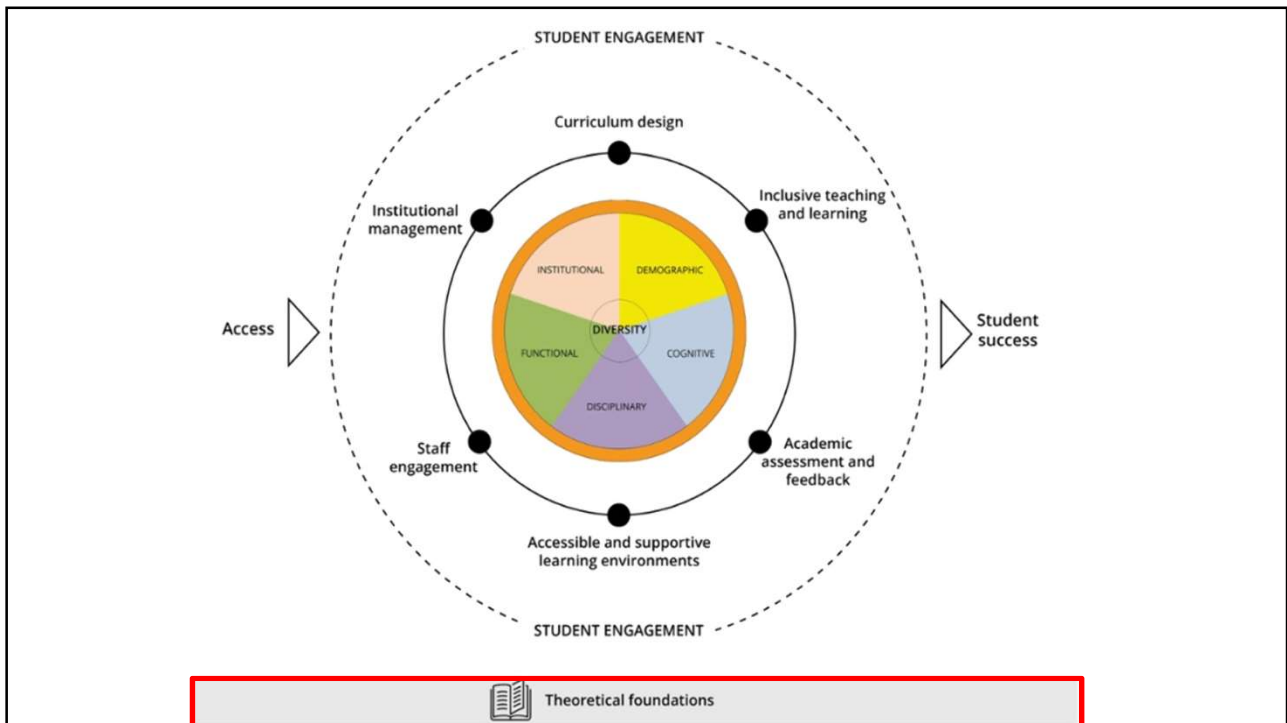
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Unconscious Bias - What Are My Associations?



What are their professional backgrounds? Whom would I trust?

What are the main goals of the brain?

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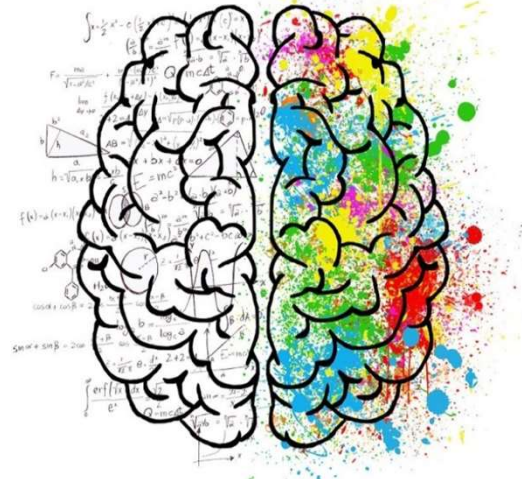
problem solving

speed

conscious thought

efficiency

✓ Check



<https://pixabay.com/illustrations/brain-mind-psychology-idea-drawing-2062057/>

What are the main goals of the brain?

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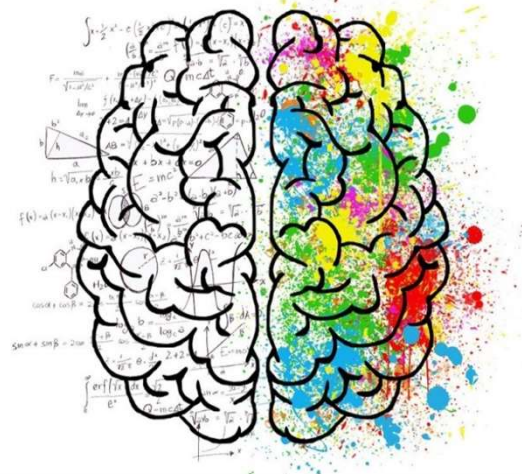
✓ speed +1

problem solving

✓ efficiency +1

conscious thought

★ 2/2



<https://pixabay.com/illustrations/brain-mind-psychology-idea-drawing-2062057/>

Thinking Fast and Slow

System 1 – unconscious brain (reptilian, limbic)

- It is our autopilot system and takes snap decisions
- We use it up to 80% of our time
- It is fast, automatic, habitual, emotional and stereotypical

“What makes 2+2?”

“Don`t think of an elephant”

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Thinking Fast and Slow

System 2 = higher brain (neocortex/prefrontal cortex)

- It is slow, logical, rational, reflective, effortful
- We only use it for complex tasks
- It can go offline very easily

“What makes 17 times 24?”

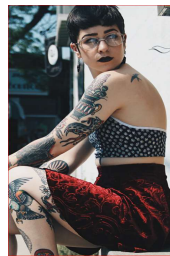
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Our Brain is a Bias-Making Machine

- System 1: especially effective in creating biases under pressure and stress
- A bias is already created after two events (positive or negative)
- It is very hard to get rid of unconscious biases – hard-wired networks



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Dealing With Unconscious Bias in the Classroom

Critical Diversity Incidents that we might encounter

(My view as a teacher)

- CDI 1
- CDI 2

Here you will find these two cases and a question: https://padlet.com/linde_frank/6jpwncb9h2dp36at

Please read them and comment (Maybe you have a case of your own, you want to share).

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How to Deal with Unconscious Bias???

Involve System 2 and get your higher brain online, e.g.

- Access self-awareness and engage in self-reflection
- Manage discomfort with differences
- Integrate logic and emotion

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Dealing With Unconscious Bias in the Classroom

Critical Diversity Incidents that we might encounter

- https://padlet.com/linde_frank/6jpwncb9h2dp36at

or

- <https://tinyurl.com/ycu29263>

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