

Unconscious Bias in Academic Advising

I ILLINOIS

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Learning Outcomes

- Develop an understanding of concept of unconscious bias
- Discuss ways that unconscious bias impacts advising practices and our interactions with students and co-workers.
- Brainstorm specific ways to combat unconscious bias in the advising setting.
- Create an action plan for inclusive advising practices.



Self Evaluation

Before we get started today, take a minute and reflection on your current advising mindset and your level of knowledge on unconscious bias.



Video Time



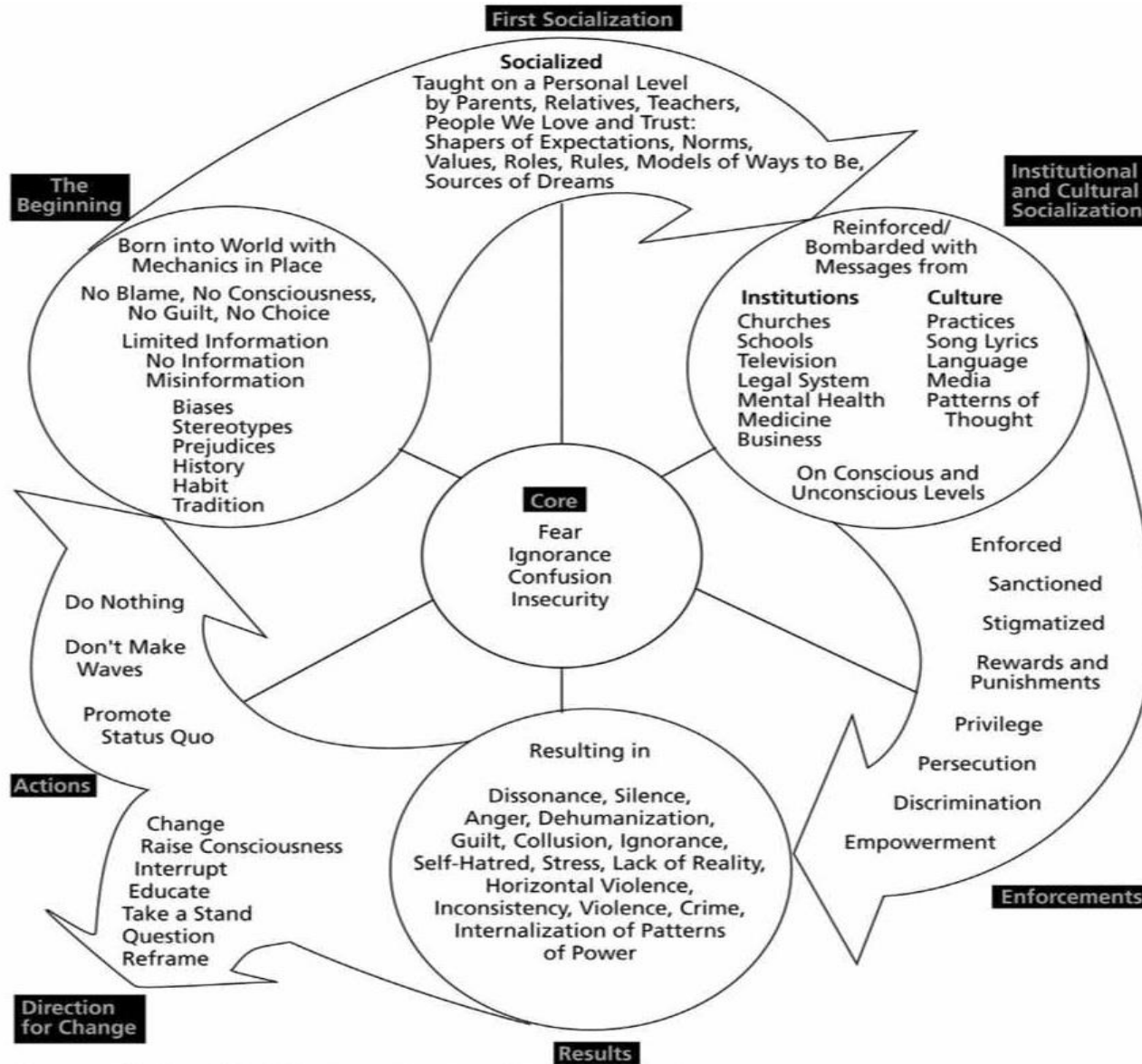
Unconscious Bias

Definition: Automatic associations , assumptions, stereotypes, or beliefs that affect our understanding, actions, and decisions

- Can be positive or negative
- Outside our conscious awareness
- Involuntarily activated – not directly controlled
- Difficult to change without developing careful self awareness/accountability







Source: Cycle of Socialization developed by Bobbie Harro
 © Readings for Diversity and Social Justice, Routledge 2000



Discussion Time!

- How can/does unconscious bias impact our work with students?
- Why does it matter?
- How can we grow in this area?



5 ways to check your bias

1. Mentally reset before each student
2. Be aware of campus climate and current events
3. Be conscious of your own areas of growth
4. Attend trainings/discussions to enhance your knowledge/skill sets
5. Build rapport and/or trust with students



Homework Time!

Take a few minutes to complete the action plan and share with a person near you.



Learn more!

- Bertrand, M. et al. (2004). Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. *The American Economic Review*. vol. 94, Number 4, 1 September 2004, pp. 991-1013(23)
- Blair, I. V. (2002). The Malleability of Automatic Stereotypes and Prejudice. *Personality and Social Psychology Review*, 6(3), 242–261.
https://doi.org/10.1207/S15327957PSPR0603_8
- Halvorson, Heidi, and David Rock. "Beyond Bias." *Strategy Business*, no. 80 (Autumn 2015): 2-8.
- Rudman, L. A. (2004). Sources of Implicit Attitudes. *Current Directions in Psychological Science*, 13(2), 79–82.
<https://doi.org/10.1111/j.0963-7214.2004.00279.x>
- <https://www.youtube.com/watch?v=GP-cqFLS8Q4> How to Outsmart Your Own Unconscious Bias Presented by Valerie Alexander
- <https://www.youtube.com/watch?v=thkmVv54e6M> It's About Time We Challenge Our Unconscious Biases Presented by Juliette Powell
- <https://www.youtube.com/watch?v=QCFb4BiDDcE> Unconscious bias: Stereotypical hiring practices Presented by Gail Tolstoi-Miller
- IAT Test: <https://implicit.harvard.edu/implicit/selectatest.html>
- The Silent Detractor: Exploring the Impact of Implicit Bias on Advisor-Advisee Relationships Presented by Chioma Heim, Ed.M and Veronica Mendez-Liana , Ed.M

