



UCL

Challenging Unconscious Bias:

Developing awareness and providing effective training regarding equality, diversity and inclusion in higher education

Stefanie Anyadi and Nicole Brown



Objectives

- Learn about an innovative approach to challenging unconscious bias in a Higher Education setting
- Explore how you might challenge your own and others' unconscious bias
- Establish contacts with others working in this area

Ground rules

- Listen to understand
- Honour confidentiality
- Pay attention to the diversity of views and voices in the discussion
- Be mindful of the impact of what we say
- Assume good intentions
- Give and receive caring feedback
- Practice and respect self-care
- Be curious about emotional responses

Background

- Awareness of how important belonging is for wellbeing and attainment
- “Un-intentional” exclusion
- Unconscious bias training

Background - continued

Workshops with staff networks

Training to make individuals aware of their personal and individual biases and prejudices that may influence choices

Development of problem-based learning strategies and real-life scenarios

Break-out activity with scenarios

Discuss two scenarios

Report back to the whole group

Feedback on discussions of scenarios

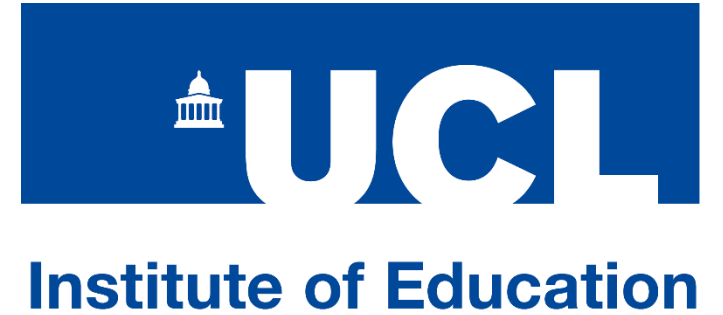
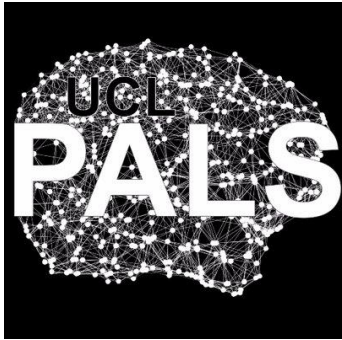
What did you discuss? Any new insights?

Reflect on the use of the scenario and the discussion you had in your group

Concluding thoughts

Role of scenarios and problem-based learning

Challenges of scenarios



Challenging unconscious bias:

Developing awareness and providing effective training regarding equality, diversity and inclusion in higher education



Stefanie Anyadi

s.anyadi@ucl.ac.uk

Nicole Brown

@ncjbrown

www.nicole-brown.co.uk

nicole.brown@ucl.ac.uk

