



The University of Texas at Austin
Cockrell School of Engineering



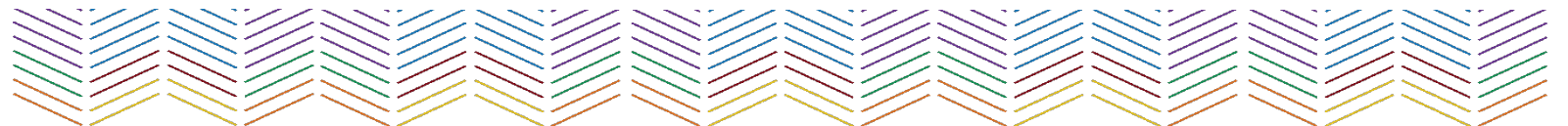
The University of Texas at Austin
College of Natural Sciences

Bias Busting Across the Center: A Model to Interrupt Bias and Promote Inclusion



Modeled on Google's
BiasBusting@Work and
Carnegie Mellon's Bias
Busters @ CMU

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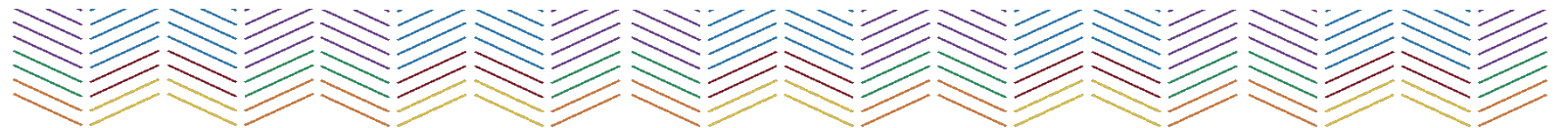




Learning Outcomes

- Understand the role that biases play, positively & negatively
- Reduce the impact of bias in our community
- Practice being an ally using role plays and scenarios

Our hope is that you leave here having a better sense of your own biases and understand why we have to work as a community to recognize bias in ourselves and others.





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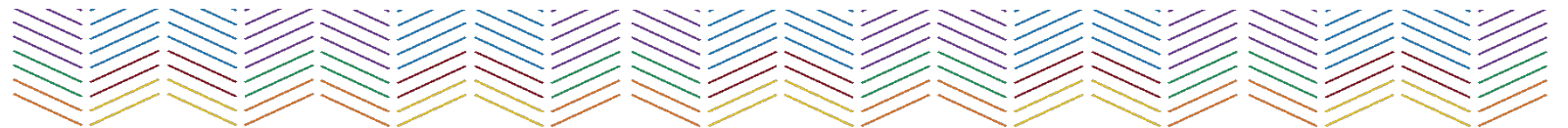


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***“Start where you are.
Use what you have.
Do what you can.”***

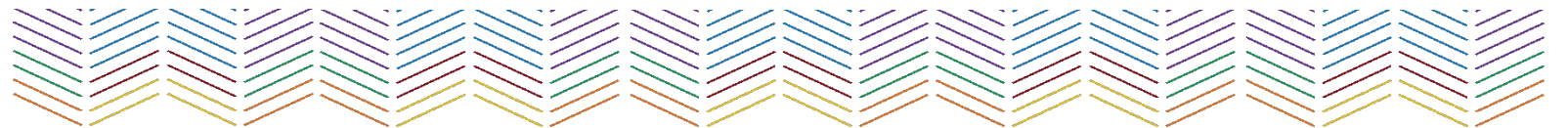
- Arthur Ashe

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RESPECT (*Share & Listen with Respect*)

- **R**ecognize your communication style
- **E**xpect to learn something from yourself & others
- **S**peak clearly & use personal examples when making a point
- **P**articipate honestly & openly
- **E**ngage in the process by listening as well as speaking
- **C**onfidentiality/Curiosity/Charity
- **T**ake responsibility for yourself & what you say





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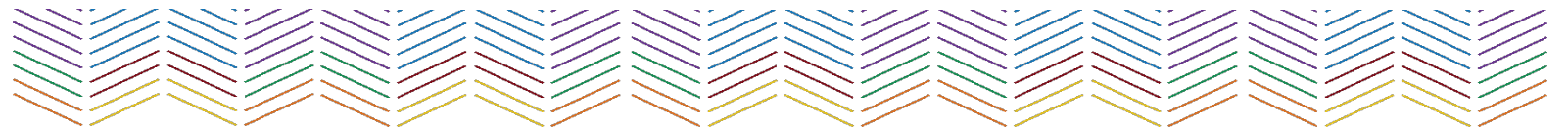


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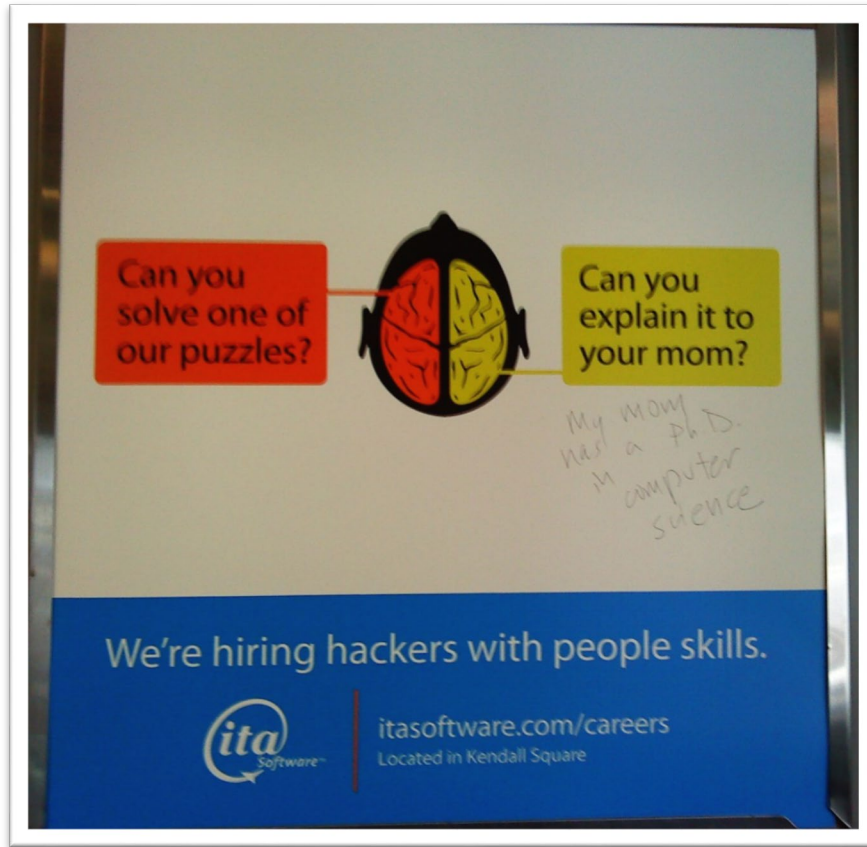
**What is said here,
stays here.**

**What is learned here,
leaves here.**

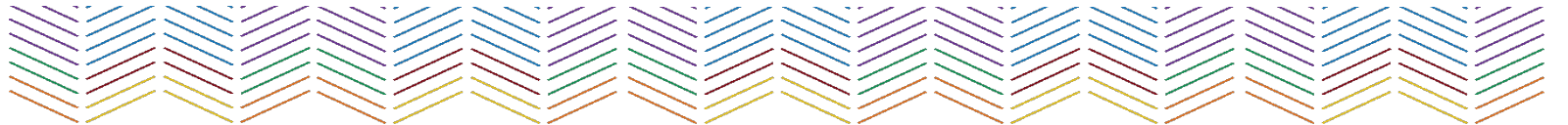
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STEM Stereotypes

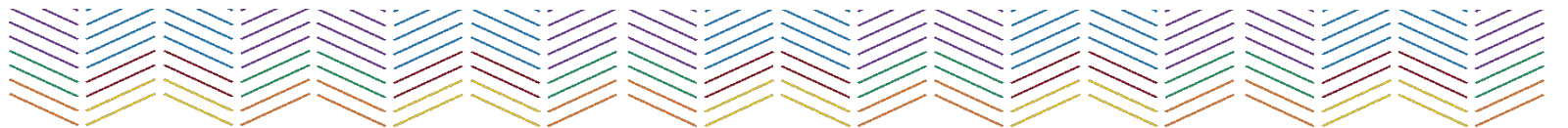


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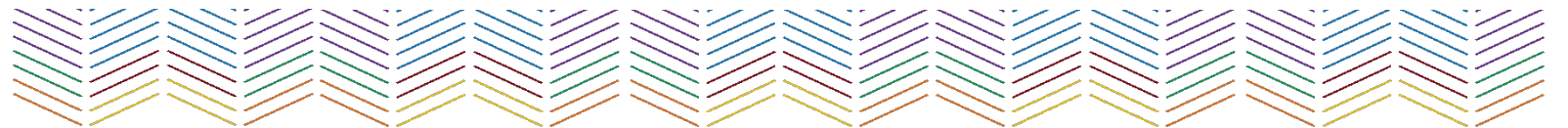
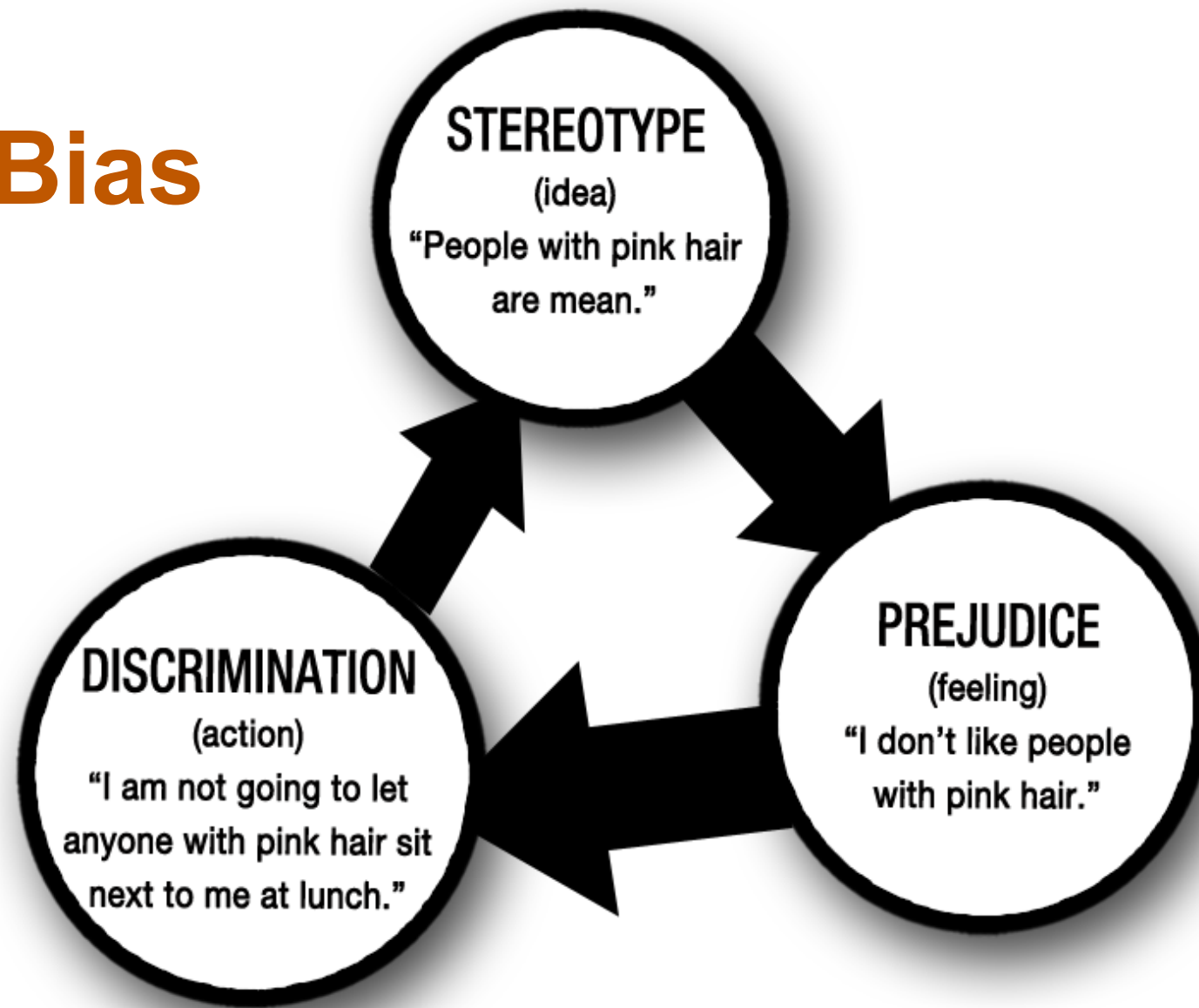
Stereotypes

- What is a stereotype?
- Who can be stereotyped?
- Do stereotypes impact some groups more than others?



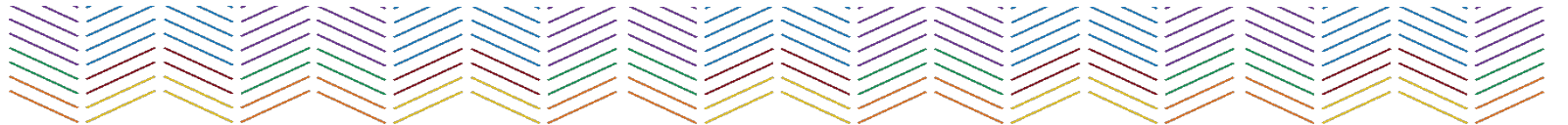
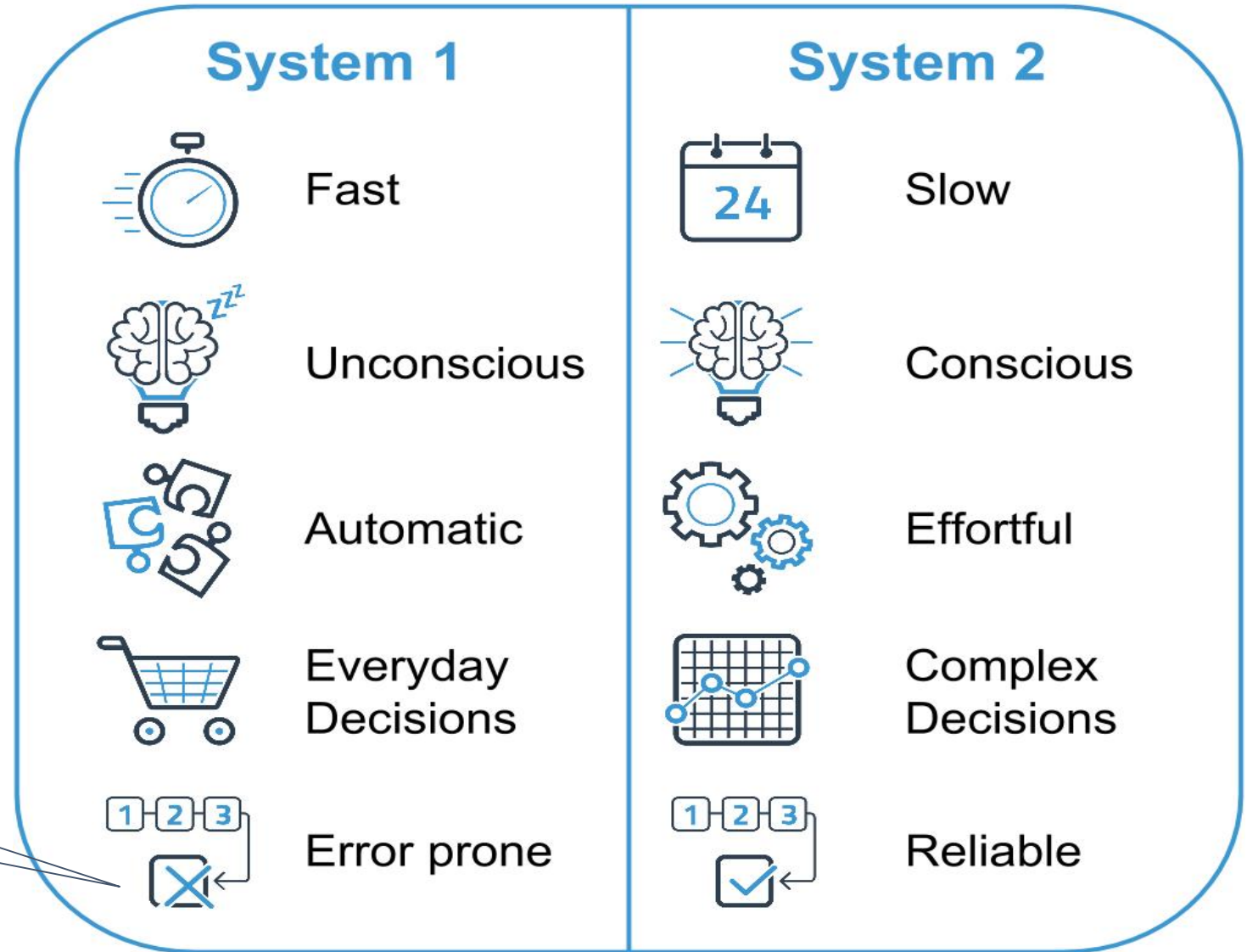
How are stereotypes and bias connected?

Cycle of Bias

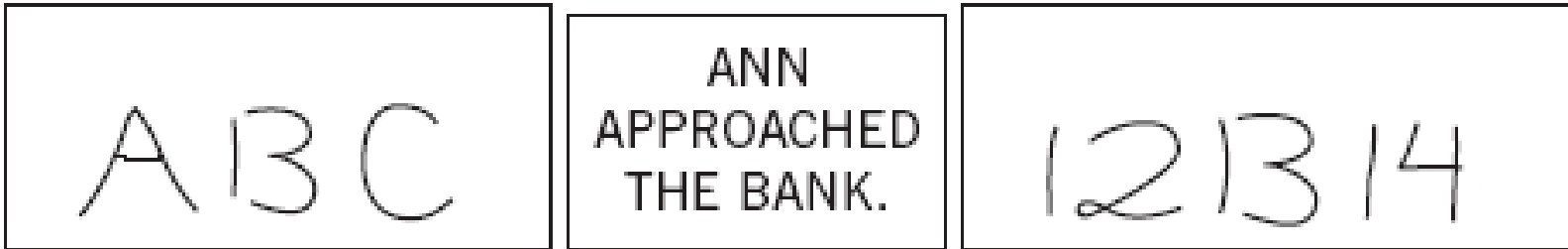


Implicit Bias & Cognition System 1 & 2 Thinking

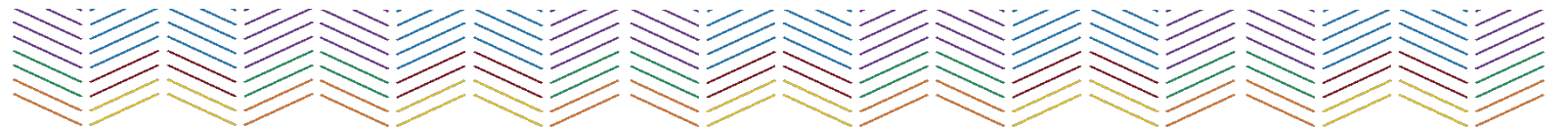
When are you more likely to use System 1 thinking?



Read these three boxes to yourself



Adapted from Thinking, Fast and Slow, by Daniel Kahneman



Bias affects our decisions

Jennifer Doe

your.name@example.com

111-222-3333

www.your-website.com

Profession
City, State

SUMMARY

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

WORK EXPERIENCE

Job Title

Company Name, Location

Jan 2013 – Dec 2013

Facilium id quidem est, inquam. Sin kakan malitiam dixisses, ad aliud nos unum certum vitium consuetudo Latina traduceret.

- Hoc sic expositum dissimile est superiori. Haec mihi videtur delicatior, ut ita dicam, molliorque ratio, quam virtutis vis gravitasque postulat.
- Et quidem iure fortasse, sed tamen non gravissimum est testimonium multitudinis. Haec quo modo conveniant, non sane intellego.
- Nam bonum ex quo appellatum sit, nescio, praepositum ex eo credo, quod praeponatur aliis.

EDUCATION

Degree

School Name, Location

2013 – 2013

ADDITIONAL INFORMATION

Quod si ita se habeat, non possit beatam praestare vitam sapientia. Illa videamus, quae a te de amicitia dicta sunt.

- Duo enim genera quae erant, fecit tria. Immo alio genere: Numquam facies. Claudii libidini, qui tum erat summo ne imperio, dederetur.
- Qui enim voluptatem ipsam contemnunt, iis licet dicere se acupenserem maenae non antepondere.

John Doe

your.name@example.com

111-222-3333

www.your-website.com

Profession
City, State

SUMMARY

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

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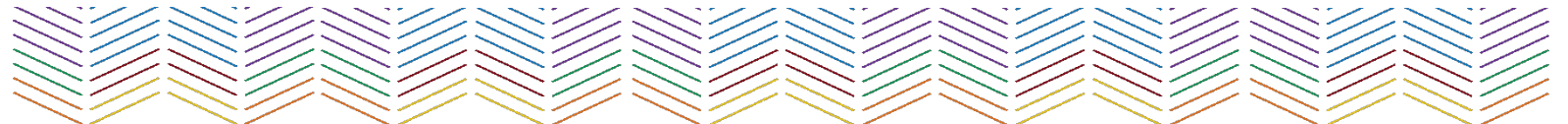
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- Qui enim voluptatem ipsam contemnunt, iis licet dicere se acupenserem maenae non antepondere.

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On your own, think of....

A well-reasoned,
carefully justified
bias you know you
hold.

Ex. I like dogs
more than cats.

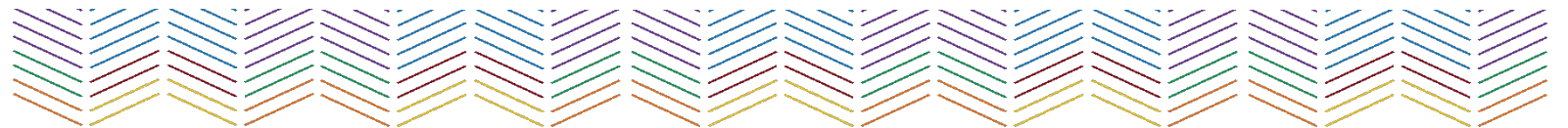
A bias you have &
don't quite know
whether or not it's
justified or not.

Ex. Dogs are better
than cats.

An unjustifiable,
indefensible
problematic bias you
know you hold.

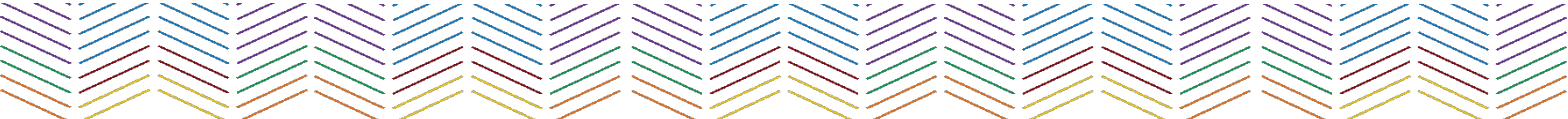
Ex. People with cats
are weird and aloof.

← what would shift this one way or the other? →



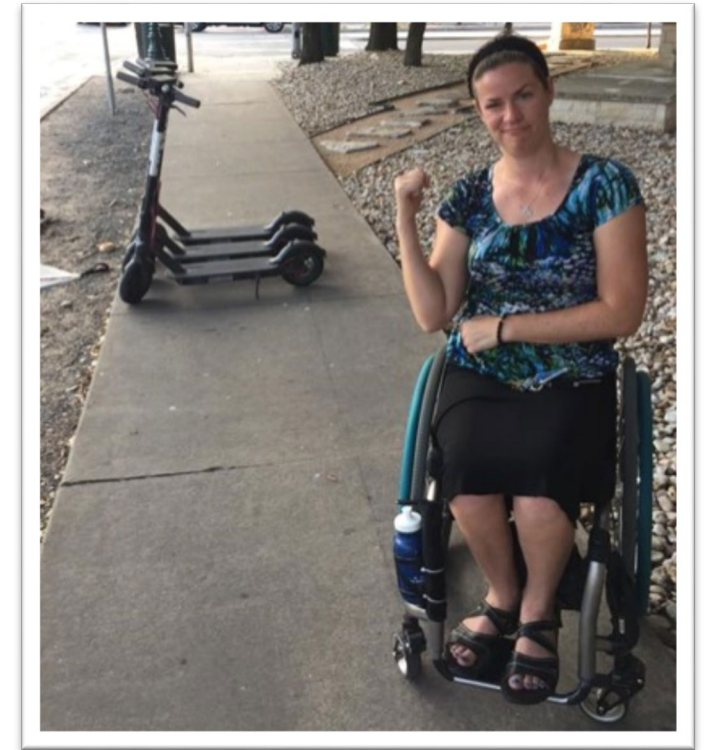
Let's talk about inclusion



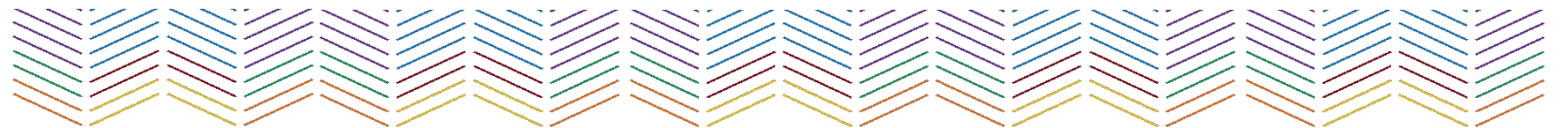
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Awareness & Inclusion

- What are other examples of places or situations that are not inclusive?
- What about in STEM?
- What can we do to make these places or situations inclusive?

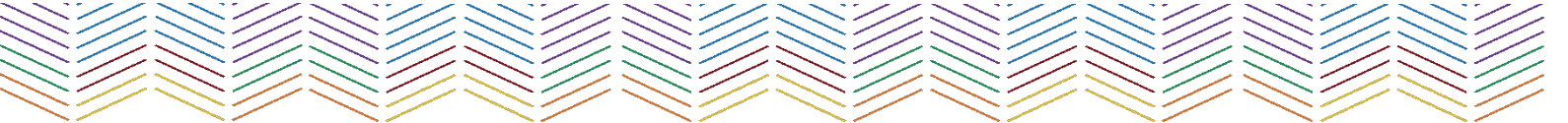


“ Folks need to realize not everyone has the privilege of being able to walk around these obstacles to continue on their way to work, school or play!” – Emily Shryock, Assistant Director, UT Services for Students with Disabilities, August 2018

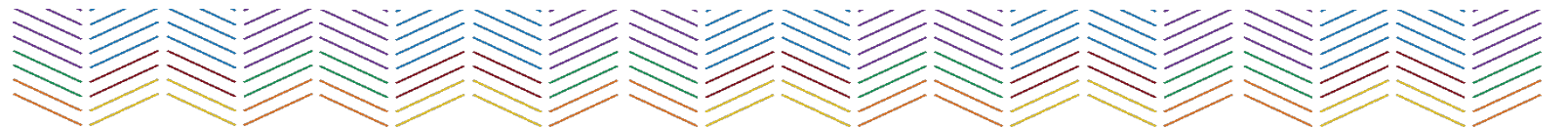


Video: HP Face-Tracking Computer



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If you do not
intentionally include,
you may
unintentionally
exclude.



Inclusion needs Allies:

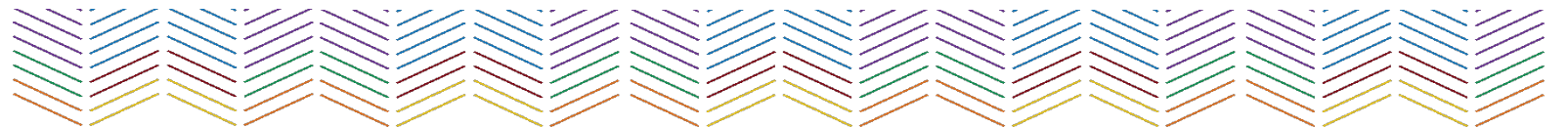
Become an Ally

When you are in a bias situation, dominant groups have the best opportunity to step in as allies.

- We can all be allies!
- Each of us needs to decide if, and how, and when, intervening might be appropriate.

Recognize. Choose. Act.

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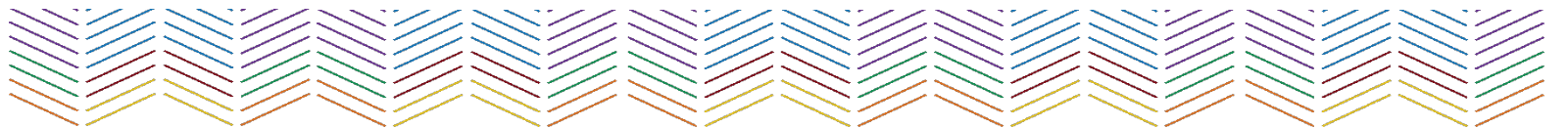


Tips for interrupting bias

Each of us needs to decide if, when, and how intervening might be appropriate.

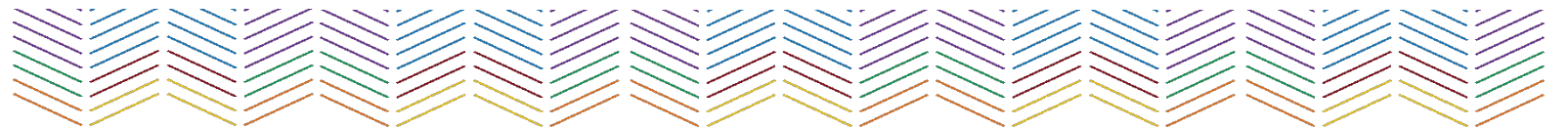
- Point it out
- Divert the conversation and revisit privately
- Ask questions
- Share why it matters to you— use “I” statements
- Ask the speaker to see from another point of view
- Avoid humor as it can backfire

When it's riskiest to intervene may be when it's most important!



Format for role play

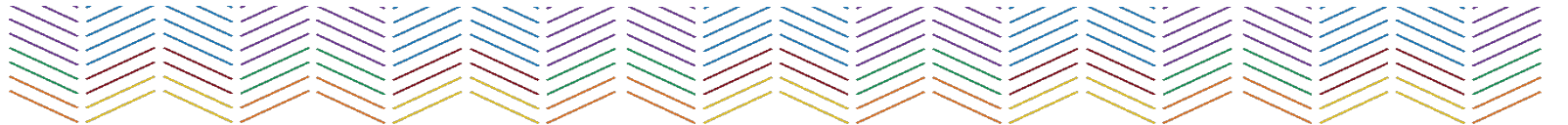
- Pick a role in the upcoming scenarios:
 - Person A
 - Person B
 - Person C: Ally who takes action to show support
 - Observer/Reporter: Observes the group role play and will report out what happened, what worked, and what didn't work
- Act it out
- Switch roles
- Try another action



Let's try!! (Remember our rules!)

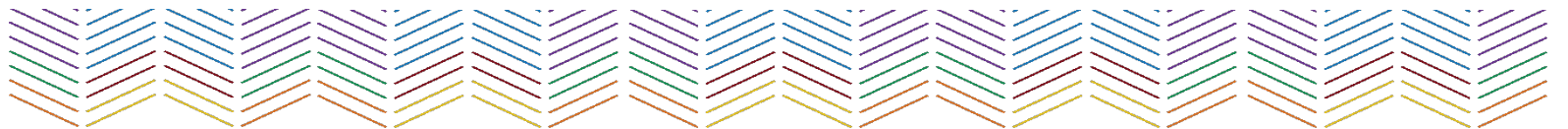


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RESPECT

- **R**ecognize your communication style
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Role Play Scenario

At a tour for newcomers, Person A approaches newly hired Person B and Person C.

A: Hi Enrique, how are things going?

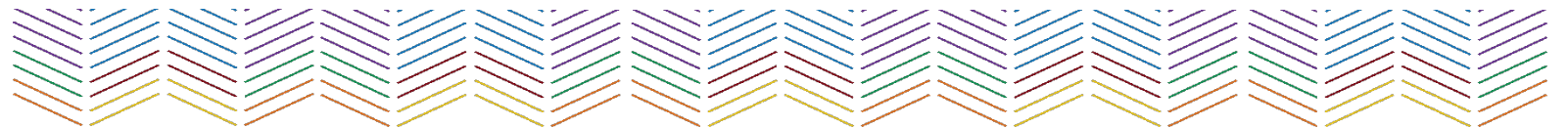
B: Hi Scott, I'm still learning to find my way around. (laughs).

A: (laughs) I know what you mean. Where are you from?

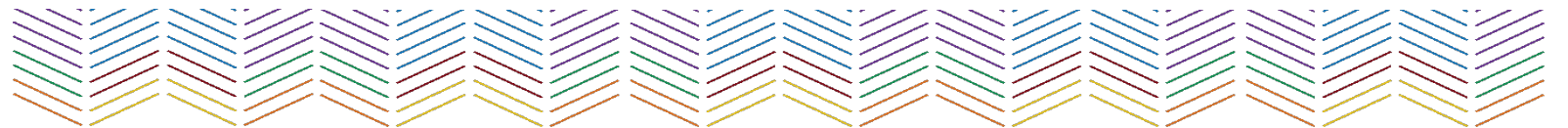
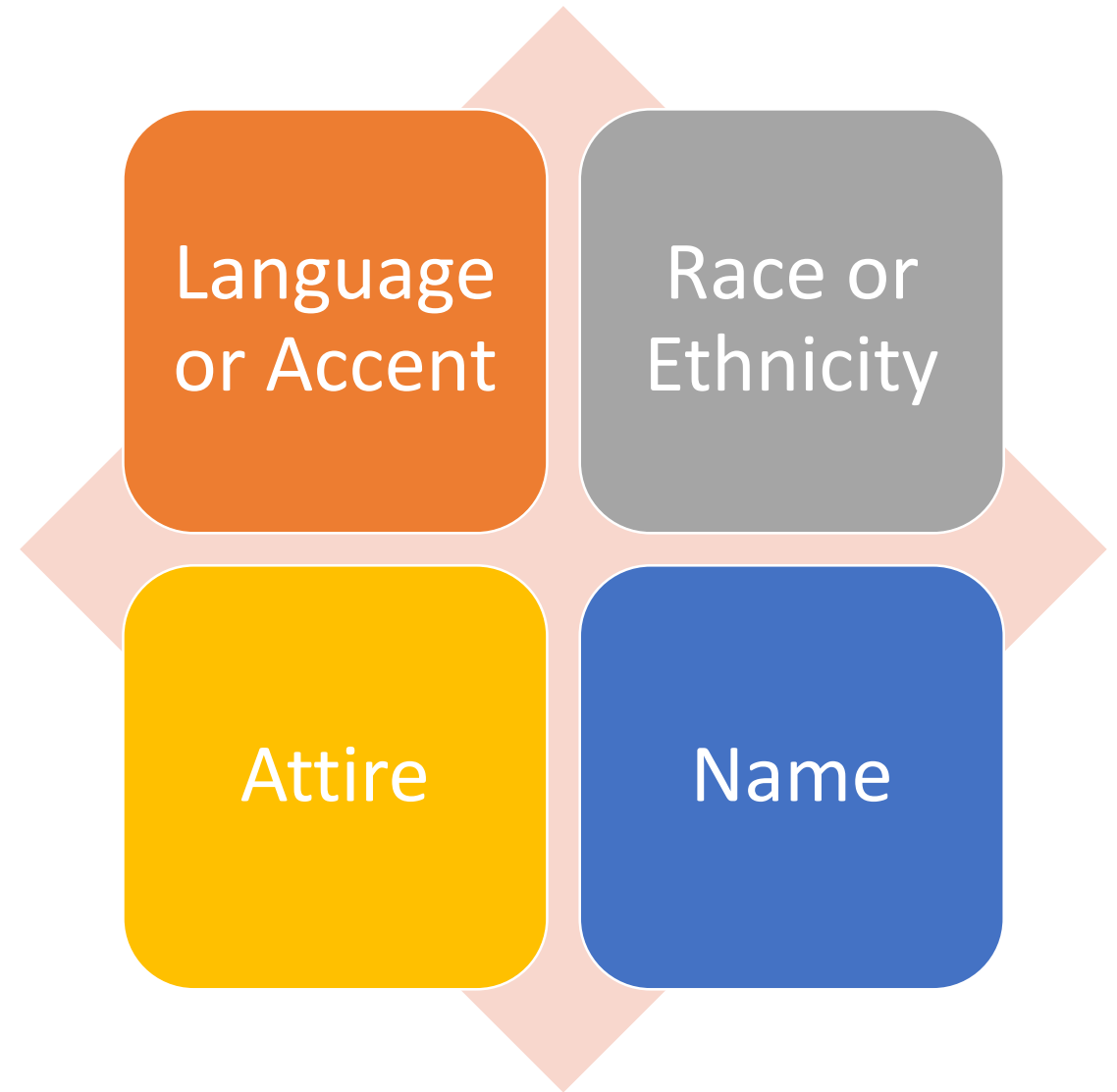
B: Houston

A: No where are you really from?

C (ally): (takes action to show support for B)



Stereotyping and unconscious bias could be based on many characteristics



Role Play Scenario: Example Responses

At a tour for newcomers, Person A approaches newly hired Person B and Person C.

A: Hi Enrique, how are things going?

B: Hi Scott, I'm still learning to find my way around. (laughs).

A: (laughs) I know what you mean. Where are you from?

B: Houston

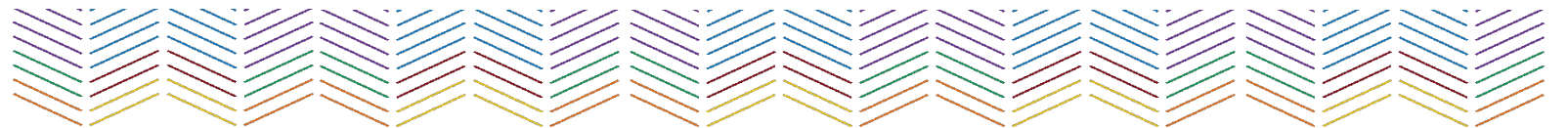
A: No where are you really from?

C (ally): **Rephrase Question to B:** What part of Houston are you from?

Confirm to A: He's definitely from Houston....born and raised!

Ask A: Where are you really from?

Support B: I'm from Houston too!



Role Play Scenario

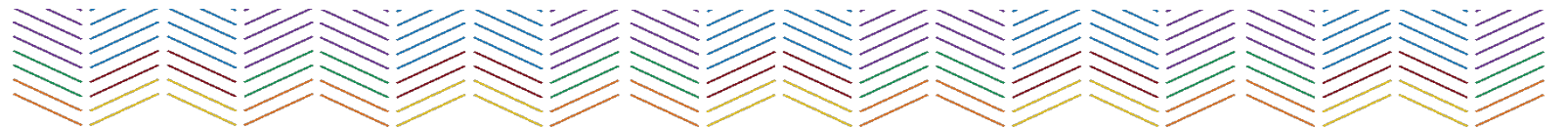
You are at a conference reception for registered participants which includes professionals, academics and students. You overhear the following conversation:

A: Oh, nice to meet you. Where do you go to school?

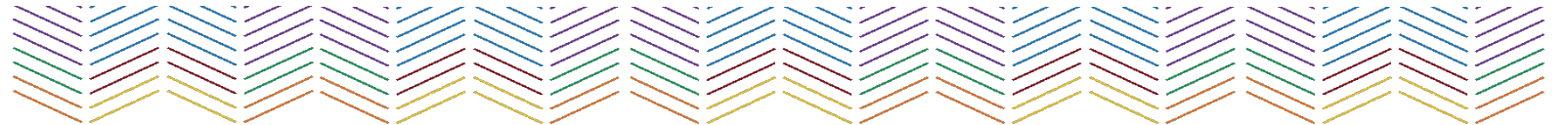
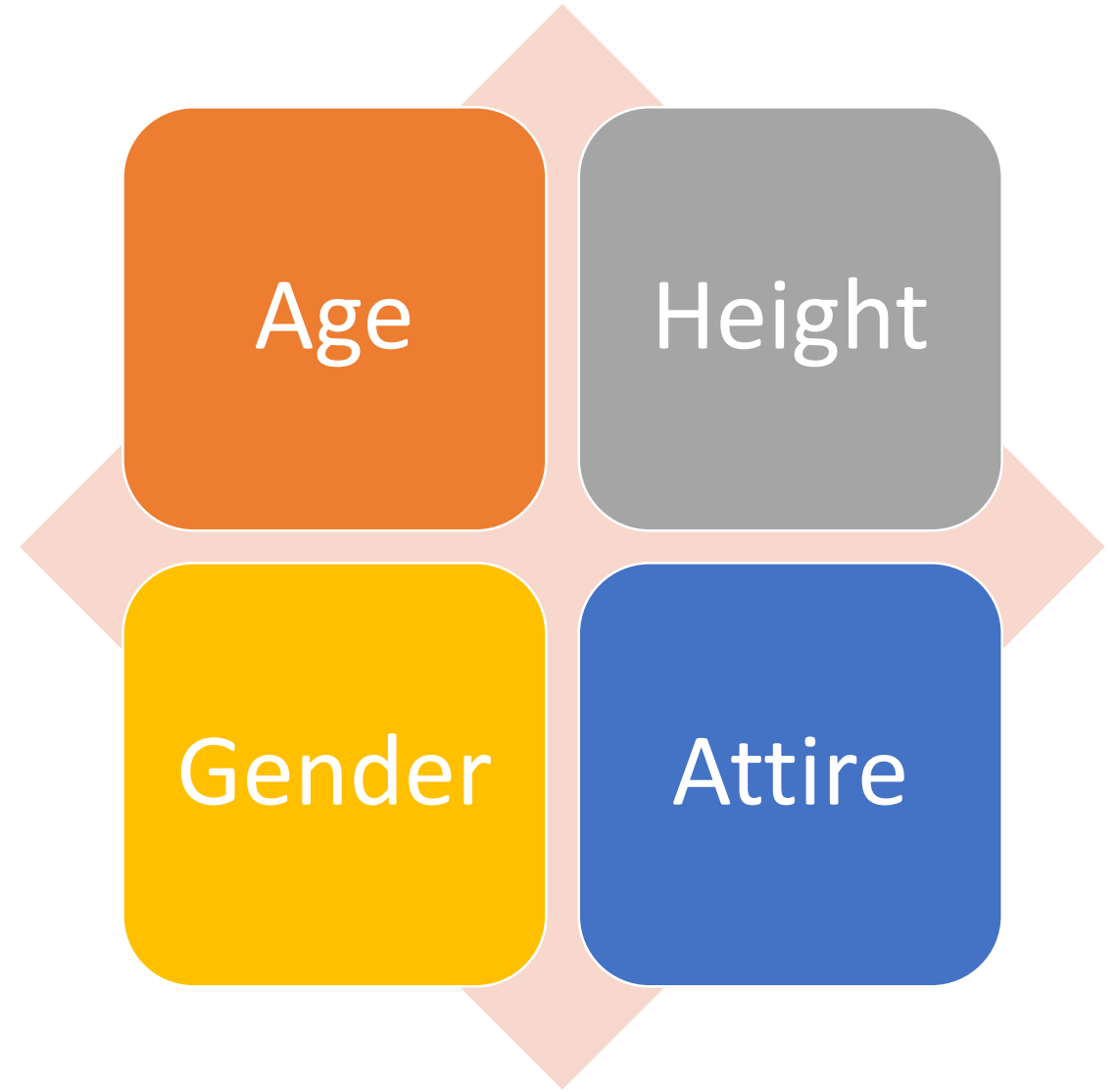
B: What do you mean, I'm an engineer at XYZ Company.

A: Oh. You look so young; like you could be a student!?

C (ally): (intervenes)



Stereotyping and unconscious bias could be based on many characteristics



Role Play Scenario

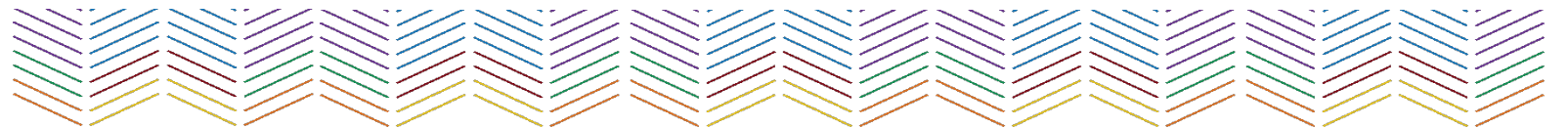
You are in a staff or project meeting with your project team (male manager, 5 male team members and 1 female team member).

A: Let's get started. Who would like to take notes today?

B: Jessica did a great job last time. Jessica, how about you do it again?

A: That's a great idea. Jessica?

C (ally): (intervenes) again



Role Play Scenario

At an orientation event for new students to UT Austin, Person A approaches new students Person B and Person C.

A: “Hi Enrique, how are things going?”

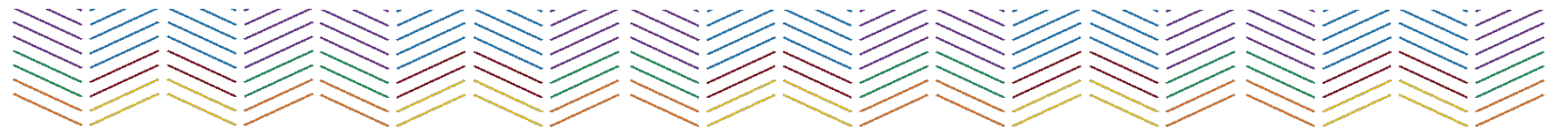
B: “Hi Scott, I’m still learning to find my way around.” (laughs).

A: (laughs) “I know what you mean. Where are you from?”

B: “Houston”

A: “No where are you really from?”

C (ally): (takes action to show support for B)



Role Play Scenario

Three members of a student organization are discussing who should be put forward for the leadership position. They are disagreeing over two people, Jasmine and Steve, who have the same skills.

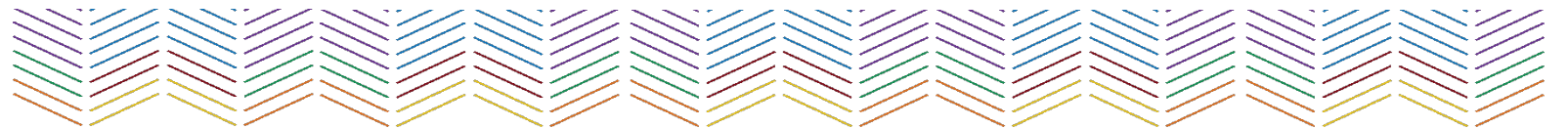
A: “Jasmine is really talented, but she’s abrasive. Steve is talented too but just needs to learn to be more patient.”

B: “I don’t find Jasmine abrasive. She’s confident.”

A: “She’s bossy and comes on too strong. Steve is the one that exudes confidence.”

B: (scratches head and is unsure whether to argue more...)

C (ally): (intervenes)



Role Play Scenario

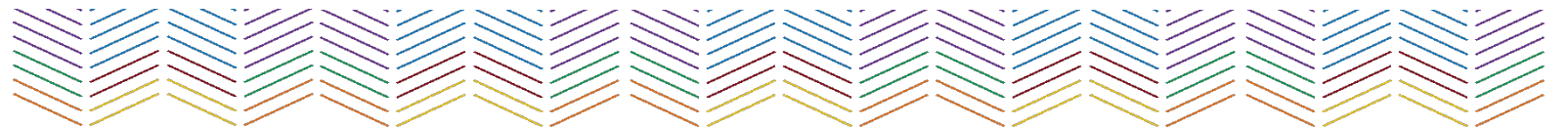
Students are gathering before a calculus class.
The following is overheard:

A (white student): Ugh... this class will not be good for my GPA

B (white student): I know, right? All the Asians in this class are going to kill the curve!

A: (continues the conversation...)

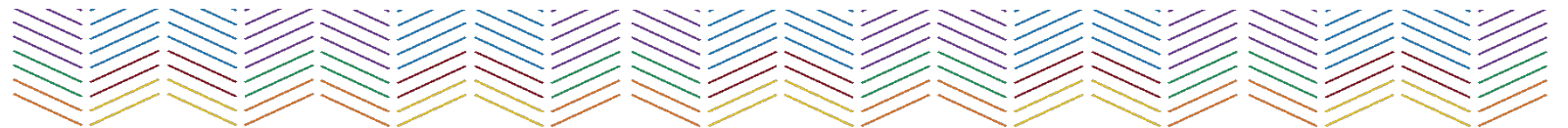
C (ally): (intervenes)





You Belong Here Workshops: continue your learning

- Bias Busting
- Managing Micromessaging
- Inclusion Through Identities
- Countering Stereotype Threat
- Inclusive Organization Leadership
- Creating Inclusive Spaces
- Navigating the Workplace



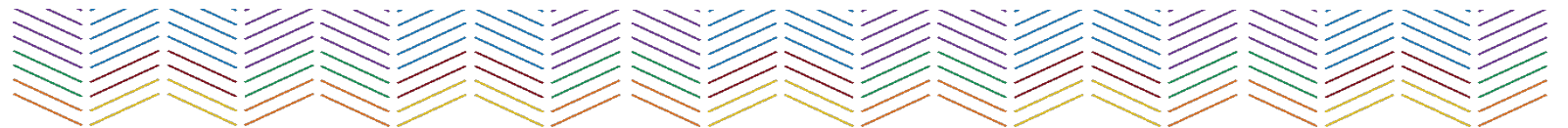


Learning Outcomes

SURVEY

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- Reduce the impact of bias in our community
- Practice being an ally using role plays and scenarios

Our hope is that you leave here having a better sense of your own biases and understand why we have to work as a community to recognize bias in ourselves and others.





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Bias Busting Across Campus

Building a more inclusive environment



THANKS!

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