

# BREAKING the Bias Habit®

## A Workshop to Promote Gender Equity

In 2 1/2 hours, the Breaking the Bias Habit® workshop will:

- Describe the effects of implicit (unconscious) gender bias on women in academic science, technology, engineering, mathematics, and medicine (STEMM);
- Present evidence that implicit gender bias is a real phenomenon with real consequences for both men and women;
- Introduce you to 6 common ways that gender bias manifests itself in academic STEMM workplaces;
- Provide 5 strategies that you can use in your everyday life to reduce gender bias.

Would you like to retain and advance excellent faculty, especially women? Do you sometimes worry that your decisions may not be completely free of implicit (unconscious) bias? Do you catch yourself allowing a stereotype to define your perceptions or judgments? Would you like to break the bias habit?

This workshop provides a vocabulary for talking about and recognizing implicit gender bias, and presents evidence-based strategies to reduce their impact and thus facilitate a more equitable and productive faculty experience.

A major advance in bias research is the ability to measure implicit bias. To make the workshop more personally relevant, participants will be asked to complete an on-line activity, the Implicit Association Test (IAT), a few days prior to the workshop. The workshop will provide information about how to interpret the IAT and understand how it measures unintended forms of bias.

*What previous participants say about the workshop...*

*The material applies to bias in many areas - not just gender.*

*Provides valuable information about gender bias and its relationship to department operations.*

*[I] learned a lot of research on gender bias and how it affects both men and women.*

*My bias consciousness has been raised!*

*The scientific basis of implicit bias made this typically emotional topic more "nonjudgmental."*