

PARTICIPANT  
WORKBOOK



SWEETRUSH

HELLO

## SUPPORTING DIVERSITY AND INCLUSION:

Mitigating Hidden Bias  
in Instructional Design

Session 107 - MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

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# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

### SESSION OBJECTIVES

1

**Accurately define** the concept of hidden bias with reference to current literature and research studies

2

**Identify** at least two approaches to recognizing hidden bias within yourself and others

3

**Compare** at least three examples of learning content or delivery where hidden bias is evident and not evident

4

**List** three ways to mitigate hidden bias in instructional design and delivery



### YOUR SPEAKERS:



**Dr. Steve Yacovelli**

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### WHY THIS TOPIC?

+ Learn more about our [Diversity & Inclusion Services](#).

### PART 1: What is hidden bias and why does it exist?

HOW DO  
YOU DEFINE  
“HIDDEN” OR  
“UNCONSCIOUS”  
BIAS?

?

# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

**PART 1:** What is hidden bias and why does it exist?

FIVE CHARACTERISTICS OF UNCONSCIOUS BIAS:



1



2



3



4



5

WHERE DOES  
**HIDDEN** OR  
**UNCONSCIOUS**  
**BIAS** COME  
FROM?

?

# SUPPORTING DIVERSITY & INCLUSION:


## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

### PART 1: What is hidden bias and why does it exist?




WE RECEIVE INFORMATION EVERY MOMENT ...  
BUT WE CAN ONLY CONSCIOUSLY  
PROCESS OF DATA AT ANY TIME.


SOURCE: Wilson, T. (2002). *Strangers to Ourselves: Discovering the Adaptive Unconscious*. Belknap Press .



WHAT ARE  
THE “**PROS**”  
AND “**CONS**” OF  
UNCONSCIOUS  
BIAS?



WHAT ARE  
YOUR INITIAL  
REACTIONS TO  
THE “**IMPLICIT  
BIAS**” ACTIVITY?



 Learn more at [implicit.harvard.edu](http://implicit.harvard.edu)

# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

### PART 2: Understanding microaggressions or microinequities

#### "A TALE OF TWO NEUROSCIENTISTS"



Dr. Kristen Schilt



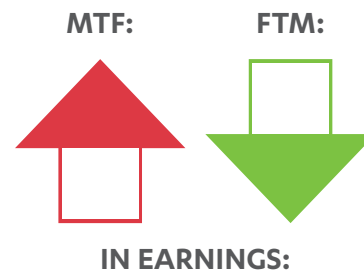
Dr. Matthew Wiswall



Dr. Joan Roughgarden



Dr. Ben Barres



SOURCE: Kristen Schilt, K. & M. Wiswall (2006). *Before and After: Gender Transitions, Human Capital, and Workplace Experiences*.  
Online at [http://www.econ.nyu.edu/user/wiswall/research/schilt\\_wiswall\\_transsexual.pdf](http://www.econ.nyu.edu/user/wiswall/research/schilt_wiswall_transsexual.pdf).

### MICROINEQUITIES

A diagram for recording microinequities. It features a vertical list of five colored boxes (purple, blue, pink, green, orange) on the left, connected by lines to a large empty box on the right. Each line has a colored dot at the connection point.








# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

**PART 2:** Understanding microaggressions or microinequities

WHY DO MICROINEQUITIES MATTER IN THE WORKPLACE?

	1	
	2	
	3	
	4	
	5	

# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

**PART 3:** Mitigating microaggressions & hidden bias when designing learning

MITIGATING HIDDEN BIASES IN YOUR WORKPLACE

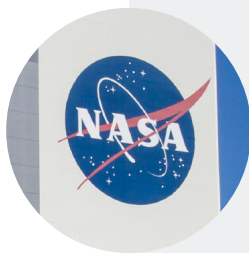


We'll focus on just #1 and #2 in this session!

1  
WORKING  
WITH SMEs

2  
TARGET  
AUDIENCE

3  
DEVELOPING  
THE VISUAL  
"STORY"



# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

### PART 4: Mitigating microaggressions & hidden bias when delivering learning

1

TARGET  
AUDIENCE

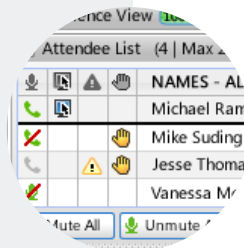


2

DELIVERING  
FACE-TO-FACE

3

DELIVERING  
VIRTUALLY



WHICH OF THE  
AREAS IDENTIFIED  
WILL YOU  
APPLY TO YOUR  
WORKPLACE AND  
YOUR WORK?

?



# SUPPORTING DIVERSITY & INCLUSION:

## MITIGATING HIDDEN BIAS IN INSTRUCTIONAL DESIGN

### PART 5: Session closing & action plan

### Your homework!

 <p>Educate yourself on our own hidden biases.</p> <p>1</p>	 <p>Educate others in your workplace on hidden bias.</p> <p>2</p>	 <p>3</p>	 <p>4</p>	 <p>5</p>
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### Resources

Ariely, Dan (2008). **Predictably Irrational, Revised and Expanded Edition: The Hidden Forces That Shape Our Decisions.**

Banaji, Mahzarin R. & Anthony G. Greenwald (2013). **Blindspot: Hidden Biases of Good People.**

Holder, Gerard & Brandon Toropov (2008). **Hidden Bias - How Unconscious Attitudes on Diversity Undermine Organizations and What to Do About It.**

Project Implicit (1998). Accessed on January 3, 2016 at: <https://www.projectimplicit.net>.

Ross, Howard J. (2014) **Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives.**  
Schilt, Kristen (2011). **Just One of the Guys?:**

**Transgender Men and the Persistence of Gender Inequality.**

Steele, Claude M. (2010). **Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do.**

Thuraisingham, Meena & Wolfgang Lehmacher (2013). **The Secret Life of Decisions: How Unconscious Bias Subverts Your Judgement.**

Vedantam, Shankar (2010). **The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives.**

Wilcox, Clifton (2011). **Bias: The Unconscious Deceiver: The Unconscious Deceiver.**

# THANK YOU!

## LET'S MAKE AN IMPACT TOGETHER.

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