

# Exploring Unconscious Bias – the next steps

Monday 11<sup>th</sup> March 2019 • 10:00am – 3:00pm • Warrington Campus, Lance Dobson Hall



Unconscious bias refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced

by our background, cultural environment and personal experiences (ECU: 2013 Unconscious bias in higher education). Recognising that we all have these biases is the first step, but what next?

This interactive day aims to give students, academics from all disciplines, those with an interest in equality and diversity and anyone who wants to reflect on their own biases an opportunity to consider the journey from Unconscious Bias to unconscious non-bias and all the steps in between.

*“At the moment we’ve moved, from what I would call unconscious bias to conscious bias. OK, so it’s progress but bias is still there. I think what we need to do is, we need to move towards what I would call conscious non-bias and then ultimately to unconscious non-bias.”*  
Dr Gurnam Singh.

To book a free place, [click here](#)

## Programme:

10:00am	Welcome and Introductions
10:15am	<b>Keynote address: ‘Disrupting Othering: From Unconscious Bias to unconscious non-bias.’</b> <b>The process of “Othering” encompasses the many Othering is an expression of bias on the basis of group identity. It is often done unconsciously, but sometimes consciously, revealing a state of denial and responsibility for oppressive actions and outcomes. This presentation will explore the relationship between ‘Othering’, bias and the common processes and conditions that propagate group-based inequality and marginality. It will also outline some ways in which we can overcome bias by disrupting process of Othering’</b> <i>Dr. Gurnam Singh, Principal Lecturer in Social Work, Coventry University and Visiting Professor of Social Work at the University of Chester</i>
11:00am	Q&A
11:15am	Break
11.30am	<b>Narratives of Organisational Othering</b> <i>Dr Valerie Gant, Senior Lecturer, Social Work and Professor Elizabeth Harlow, Professor of Social Work</i>
12:30pm	Lunch and networking
1:30pm	<b>“But I treat all students the same!” Avoiding Unconscious Bias in Assessment</b> <i>Dr Michelle Tytherleigh, Senior Lecturer in Psychology and Senior University Teaching Fellow and Kathryn Leighton, HR Manager – Development and Diversity</i>
2:30pm	<b>The next steps: A plenary session discussing the action individuals and HEIs need to take.</b>