

What You Don't Know CAN Hurt: Exploring the Impact of Implicit Bias Workshop Report

This workshop included an overview of research relating to implicit bias, dialogue about how implicit bias impacts staff and their work, and effective practices that can be adapted to staff's everyday lives and work. A survey was distributed at the end of the workshop to all participants. Twenty-one participants completed this survey.

- 100% of participants agreed or strongly agreed that their knowledge related to unconscious bias and its potential impact in the workplace had increased.
- 95% of participants agreed or strongly agreed that they could describe at least two research studies related to implicit bias.
- 95% of participants agreed or strongly agreed that their ability to identify where implicit bias may be impacting their work increased.
- 62% of participants could list three strategies that they could use in their work for minimizing the impact of implicit bias. 33% of participants could list two strategies and 5% could list one strategy.
- Participants indicated 11 different strategies that they could use in their work for minimizing the impact of implicit bias.
 - Understand their own bias
 - Be intentional in hiring practices
 - Increase awareness and continue the conversation in their work environment
 - Be intentional/Slow down
 - Have diverse committees and work groups
 - Understand and/or challenge systemic/systematic process
 - Continue to increase knowledge and interact with those different from self
 - Challenge the backstage and use bystander intervention
 - Focus on the issue at hand not the demographics of the individual
 - Use a critical eye when looking at social and media influences
 - Ask questions
- Other information and next steps that would be helpful to staff in learning/practicing more about implicit bias.
 - Create a workshop where participants take the ITA and then process the information
 - More time in the workshop for research to practice/focus on application
 - Provide more information and tips for confronting and/or challenging implicit bias
 - Have this workshop in department specific groups
 - Longer session or continuing sessions
- Participants indicated in the comments section that they appreciated the workshop and thought it was interesting.