

# CPSC 240 Unconscious Bias Reflection

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## Learning objectives:

- Define the term unconscious bias
- Identify ways to counteract bias in decision making
- Apply principles to a common classroom challenge

## Watch one of the following Unconscious Bias Videos produced by Google:

- Google Unconscious Bias Journey (30 minutes):  
[https://www.youtube.com/watch?v=\\_KfKmGb\\_bT4](https://www.youtube.com/watch?v=_KfKmGb_bT4)
- Unconscious Bias @ Work by Google Ventures (60 minutes)  
<https://www.youtube.com/watch?v=nLjFTHTgEVU&t=7s>
- Unconscious Bias @ Work – Making the Unconscious Conscious (4 minutes) [https://www.youtube.com/watch?v=NW5s\\_-NI3JE&t=59s](https://www.youtube.com/watch?v=NW5s_-NI3JE&t=59s)

## Answer the following reflection questions:

1. Can you think of any time when someone judged you (based on your age, gender, race, appearance, ...) that was influenced by bias (unconscious or otherwise)? How did you react then? Would you react differently today?
2. What are some ways that someone can work to overcome unconscious bias in decision making?
3. Read the UMW Principles of Diversity and Inclusion (<http://publications.umw.edu/undergraduatecatalog/the-university/umw-principles-on-diversity-and-inclusion-2/>). How should these principles guide classroom behavior, especially related to group work?
4. Keeping the items related to diversity and inclusion and unconscious bias in mind, how should student be assigned to groups in this course? Should groups be assigned completely randomly (say by choosing names from a hat or generating random numbers) or should other factors be taken into consideration? Is it more fair to allow students to self-select groups or assign groups?
5. How should individual participation in group projects be evaluated to reduce bias in the evaluation process?

**Bring your responses to class so that you'll be prepared to engage in a discussion.**