Moving forward or not?

‘Bias Aware Teaching and Learning’ in a Danish university

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With a little help from my friends…

What will contribute to ‘creating a climate for change’ (Popovic and Plank, 2016) at different levels in the university?

Where should I focus my limited resources – strategic level, teacher level or ground level with the students?
Warmth and Competence

1 for a low score
5 for a high score

2 portrait photos were shared and delegates were asked to rate them in terms of the warmth and competence they felt towards these people – the images are not included here due to copyright restrictions.
[Cocchiara et al., 2014] concluded that race-recognizable dialects may unconsciously influence perceptions of an applicant’s ingroup or outgroup affiliation, which may implicitly impact evaluations of fit, employability, and qualifications in favor of those who speak non-accented English.

Cocchiara et al., 2014 in Kirwan Institute, for the study of race and ethnicity. State of the Science: Implicit Bias Review 2016

Who do we hear?
Bias awareness

List of cognitive biases

From Wikipedia, the free encyclopedia

Cognitive biases are systematic patterns of deviation from norm o
Although the reality of most of these biases is confirmed by repro
them.[4] Some are effects of information-processing rules (i.e., me
variety of forms and appear as cognitive ("cold") bias, such as me
effects can be present at the same time.[6][7]

There are also controversies over some of these biases as to whe
example, when getting to know others, people tend to ask leading
kind of confirmation bias has also been argued to be an example
Although this research overwhelmingly involves human subjects,
hyperbolic discounting has been observed in rats, pigeons, and m

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1 Decision-making, belief, and behavioral biases
2 Social biases
3 Memory errors and biases
4 See also
5 Footnotes
6 References
Cognitive bias cheat sheet
Because thinking is hard.

Confirmation Bias example

http://chainsawsuit.com/comic/1809/confirmed-research/
The manager, recruiter, programme leader, department head, teacher, supervisor, assessor, team member…
‘The reliance on heuristics and the prevalence of biases are not restricted to laymen. **Experienced researchers are also prone to the same biases when they think intuitively**’

Tversky and Kahneman, 1974
Remove the structural and hierarchical constraints

Agency is overstated by psychology-inspired ‘unconscious bias training’ proponents’
'Overall, our evaluation of rigorous studies on the effectiveness of UBT indicates a mixed picture and a need for further research to determine the effectiveness of unconscious bias training'
"An algorithm is an opinion embedded in Mathematics"

Algorithms are attractive because they promise neutrality in decision making—they take in data and deliver results. But algorithms are not “neutral.” In the words of mathematician Cathy O’Neil, an algorithm is an “opinion embedded in mathematics.”³ And like opinions, all algorithms are different. Some algorithms privilege a certain group of people over another. O’Neil argues that across a range of occupations, human decision makers are being encouraged to defer to software systems even when there is evidence that a system is making incorrect, unjust, or harmful decisions.
Supporting bias aware changes in structures and hierarchies

What’s happening at SDU?
SDU's Gender Equality Team

In order to coordinate its Gender Equality endeavour, SDU has established GET, SDU's Gender Equality Team.

GET is established by SDU’s Executive Board, and organizational responsibility for the project is delegated to Ole Skøtt, dean at the Faculty of Health Sciences, member of SDU’s Executive Board and chair of SDU’s central Gender Equality Committee. The central Gender Equality Committee acts as steering committee for the team. GET is organizationally placed in HR Development and has its office in Odense.
Engineering (TEK) Faculty: increase recruitment of female students to Engineering Programmes of Study

Bias aware and practical tools Workshop, online resources and follow up reflective session for Student Ambassadors – working with potential recruits from High Schools
Supporting bias awareness changes in teaching, learning and assessment

What’s happening at SDU?
Justice

Raise awareness

To limit the damage when teaching

Inspire colleagues within academia

What has unconscious bias got to do with my teaching?
A. Lecturer Training Programme and PhD Supervisor training

B. Course open to all teachers on how to make Unlimited work for you

C. Oral Exam Checklist – pilot study

D. Danish University Pedagogy Networks’ SIG on BATL
But…

Where is the strategy for BATL?

Who are the gatekeepers?

How does BATL get important enough to be taken seriously?
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References


CookRoss Consultancy Firm working on unconscious bias http://www.cookross.com/docs/UnconsciousBias.pdf


Royal Society, UK Unconscious Bias Video https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/


