

Unconscious Bias resources

Please find the resources mentioned in the course listed below per section

What is bias?

- [The State of the Science: Implicit Bias Review 2014](#)

Diversity within the higher education sector

- [Black, Asian and minority ethnic student attainment at UK universities](#)

A natural tendency

- Video Dr Welle - [Unconscious Bias @ Work | Google Ventures](#)

Organisational implications

- <https://www.acas.org.uk/equality>

How it works - Affinity bias

- http://www.marshallacm.co.uk/ClientScorm/Exeter/Resources/UB_Business_Impact.pdf

Breaking Habits – How can I better understand my own unconscious bias?

- [Implicit Association Tests](#)

Summary

- [Unconscious Bias Summary](#)

Further related links

- [The Broken Co-Worker – an interactive story](#)
- [Understanding Unconscious Bias – The Royal Society](#)
- [Unconscious Bias and Three Ways to Overcome It - Forbes](#)
- [5 ways to reduce unconscious bias in the workplace – The Insurance Institute](#)
- [Bias in Science Hiring – Inside Higher Ed](#)
- [Teacher bias – the elephant in the classroom](#)

Further resources from the Equality, Diversity and Inclusion team

Some good books on the topic include:

- [Thinking, Fast and Slow](#) - Daniel Kahneman
- [Blindspot: Hidden Biases of Good People](#) – Mahzarin R Banaji and Anthony G Greenwald.

Take the [Implicit Bias test](#) from Harvard

[Complete your 'trusted 10'](#) to explore your own potential biases.

Further reading

- B.Uttl, C.White, D.Gonzalez, Meta-analysis of faculty's teaching effectiveness: student evaluations of teaching & student learning are not related, Stud. Educ. Eval. 54 (2017) 22-42
<https://www.sciencedirect.com/science/article/pii/S0191491X16300323>
- H.Hornstein, Student evaluations of teaching are an inadequate assessment tool for evaluating faculty performance, Cogent Educ. 4 (2017), DOI: 10.1080/2331186X.2017.1304016
<https://www.tandfonline.com/doi/full/10.1080/2331186X.2017.1304016>
- A.Boring, K.Ottoboni, P.Stark, Student evaluations of teaching (mostly) do not measure teaching effectiveness, ScienceOpen,
<https://www.scienceopen.com/document?vid=818d8ec0-5908-47d8-86b4-5dc38f04b23e>
- Eaton, A.A., Saunders, J.F., Jacobson, R.K. et al. Sex Roles (2019).
<https://doi.org/10.1007/s11199-019-01052-w> (the paper discussed in the above insidehigherEd article)