**Unconscious Bias video transcript**

**Intro section 1:**

Welcome to this course on overcoming unconscious bias. By the end of this course you will be able to explain:

• What bias is and where it comes from.

• How it impacts on the people around us in the workplace.

• And what you can do to minimise the negative consequences. The core part of this course takes no more than 15 minutes to complete.

**What is bias? (animation):**

Our unconscious can process vast amounts of information, much more quickly than our conscious mind. Part of the way it does this is via shortcuts. Without knowing it, we use our personal background, cultural environment, and previous experiences to make almost instantaneous decisions. This can lead to problems, especially in matters, where we should use rational, unbiased thinking. Our unconscious can be fallible, it can make snap decisions about people, categorising them according to gender, race, age, sexuality and other characteristics. Within milliseconds we judge if someone is like us and belongs to our in-group. These are the people we may favour. Unconscious bias can have an impact on our decisions without us even realising it. Research shows that if I were a man, you’d be more likely to be nodding along to this animation. We trust male voices more than female voices. We can mitigate the impact of unconscious bias in our decision making, by raising our awareness of it and addressing our own biases proactively.

**Intro – Section 2:**

Welcome to this section on Unconscious bias in higher education. In this section we will focus on what unconscious bias is as well as the specific context for how unconscious bias can affect our judgement when it comes to... presenting the university to potential students at open days...ensuring fair selection of students applying for admission and…assessing student exams and grading assessments....

**Intro section 3:**

In this section we will focus on specific implications for the workplace before we work through some work scenarios to illustrate how workplace bias happens in practice. We will then conclude with some frequently asked questions on how to minimise the negative impacts of unconscious bias.