

## Interrupting Bias in Faculty Searches



Insanity is doing the **same thing** over and over again but expecting **different results**.

RITA MAE BROWN

## Session Outline

- Benefits of Diversity
- Key Concepts
- Research on Bias
- Common Shortcuts
- Film Case Study
- Best Practices

## Benefits of Diversity

**Diversity powers innovations** superior to those of homogenous groups (Page 2007)

### Diversity on Juries (Sommers 2006)

- More information exchange
  - Took longer
  - Discussed more case facts
  - Discussed more missing evidence
- More accurate
  - Fewer inaccurate statements
  - Fewer uncorrected inaccuracies
- More openness to discussing race
  - Discussed more race-related topics
  - Fewer objections to considering race

Slide Source: 2008 LEAD presentation by Sapna Cheryan, Assistant Professor of Psychology, University of Washington

## Truth or Myth?

**Discrimination is only practiced by a small set of ignorant people.**

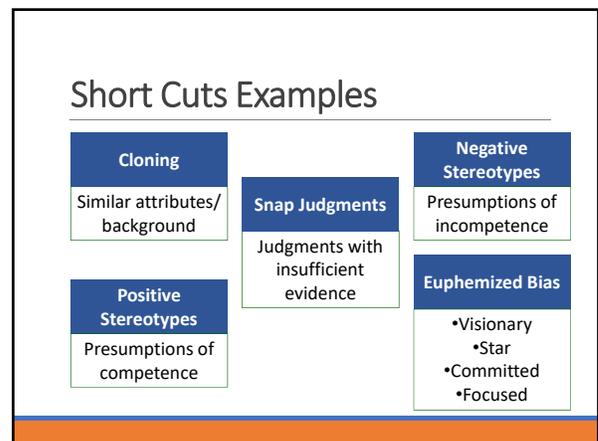
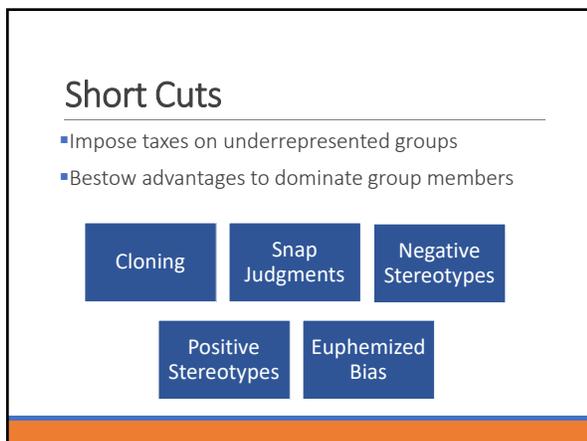
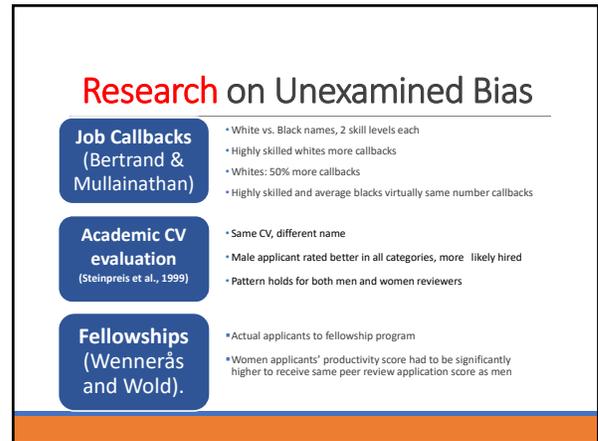
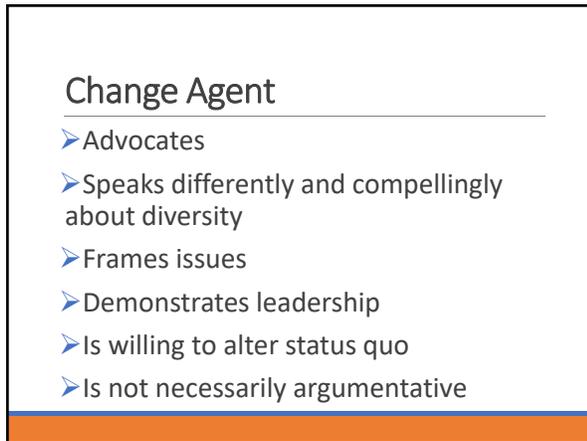
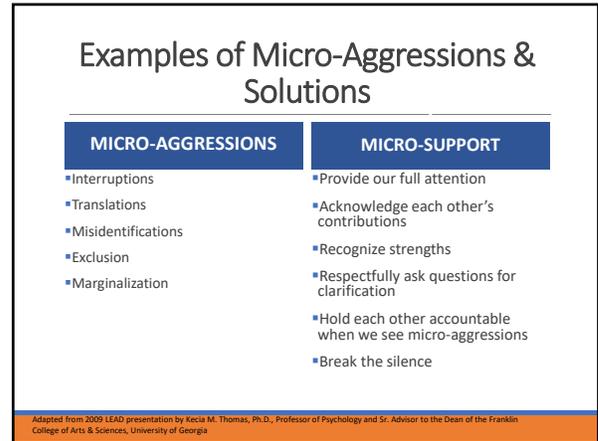
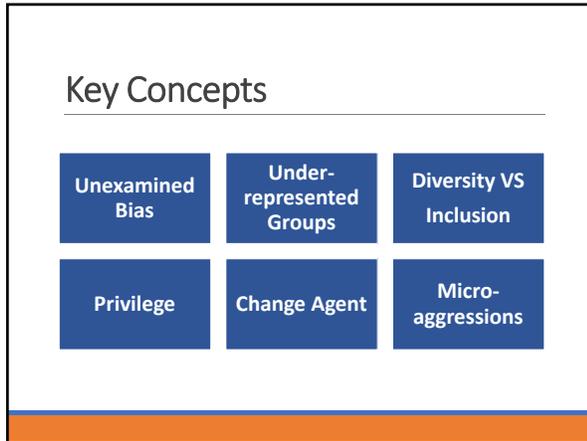
**MYTH**

Even the most well-intentioned person unwillingly allows **unconscious thoughts** & feelings to **influence** apparently objective **decisions**.

M. BANAJI

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Film: Interrupting Bias in the Faculty Search Process



Observations

- What did you notice in the film?
- What privileges, biases, and cognitive errors did you observe?
- What might be motivating each of the characters' behaviors?
- What would you do differently?

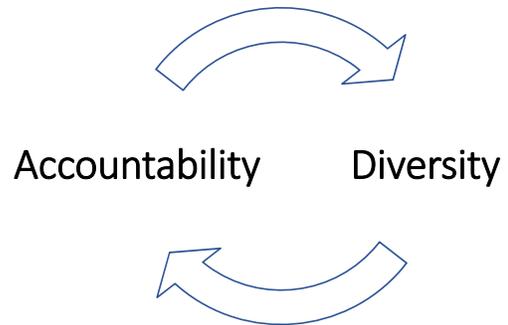
Take 2 – an alternate ending...

Change Agency

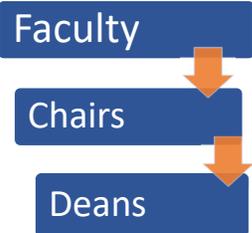
What might be **obstacles** to being a change agent in your organization? Why do it then?

What other change agent behaviors or actions could one **adopt** in this fictional situation? At your institution?

As leaders, how do you **develop change agency** in others?



Accountable for Diversity?



Best Practices

- 3 Best Practices from C.S.V. Turner
- Diversity on the committee
  - Diversity valued in job announcement and at institutional level
  - Strong advocate on committee

- Other Best Practices
- Accountability
  - Interviewing more than one member of underrepresented group (Heilman, 1980)
  - Avoid narrowing the search
  - Always be recruiting



# Discussion

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HOW CAN WE BE AGENTS OF CHANGE?

## Acknowledgements

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**UWADVANCE**  
University of Washington Center for Institutional Change

