Developing Effective Anti-Bias Trainings for Institutional Change

Amalia Pallares
Associate Chancellor and Vice Provost for Diversity
Charu Thakral
Associate Vice Provost for Diversity
Michelle Manno
Director for Diversity Initiatives
Hilary Short
Graduate Student, Visual Communications
Who Are We?

Students
- White
- Hispanic
- International
- Black
- Asian
- Multi
- Unknown

Faculty
- White
- Hispanic
- Black
- Asian
- Unknown
- Multi
- Int'l
“We will intensify our efforts to retain and recruit top-tier faculty members committed to the mission of our University. We will continue to nurture an open and friendly environment that celebrates diversity and promotes excellence.”
“Waste of time...

...the whole thing can be written on a couple of pages. Dragging people there for 2 hours, plus walk time, 2.5 hours, and going thru “what if” nonsense. Everyone has an opinion...we just need to be clearly given the law in writing and guidelines for clarification of the laws and how we should do our best to conduct an unbiased, fair interview. A two hour presentation is a complete waste time for everyone.”
Changes Based on Feedback

2017

- Desire for more evidence-based content
- Compliance-based content did not warrant in-person meeting
- Desire for more specific strategies to reduce bias
- Request for more tools/resources to reference
Our Approach

Implicit Bias

100% Compliant
Search Process

1. Job Description
2. Recruitment
3. Application Review
4. Construction of Short List
5. Interviews
6. Final Decision
Our Approach

Compliance → Bias Literacy
Pedagogy

- Considerations
Summary of Changes

2018

- Increased evidence-based content on implicit bias
- Shifted to highly interactive, discussion-based pedagogy
- Deepened focus on how bias impacts the search process
- Focused on key strategies to utilize during search process
  - i.e. evaluation tool
- Created a “toolkit” including source materials, sample rubrics, interview guides, etc.
Fall 2018 Evaluation Summary

- Learned New Concepts
- Understood Bias Critical for Search
- Increased Confidence
- Benefited Colleagues
- Met Goals
- Workshop Activities Relevant
- Facilitators Integrated Content and Participation
- Workshop Content Relevant to Search Process
Future Considerations

Lessons Learned
- Separate trainings should be developed for Deans, Hiring Officers, and Academic Coordinators
- Status of facilitators
- Keep trainings small
- Mandatory pros and cons

Next Steps
- Social media policy
- Discipline-specific content
- Capacity building
- Assessing impact
Thank you
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