Unconscious Bias

"An implicit bias, or implicit stereotype, is the unconscious attribution of particular qualities to a member of a certain social group."

EAE Learning objectives for this lesson

Discussions and opinions, Dependant Prepositions.

Activity One - ***Ask and answer with your partner or your teacher.***

1. Are you aware of sometimes having pre-conceived ideas about people from certain backgrounds or cultures?
2. Do you sometimes judge people on their appearance?
3. To what extent do you feel in all honesty that you are biased in your opinions about people?
4. Do you have stereotypical views about certain nationalities?
5. At your work/school, do you think people are treated the same whatever their sex, age, nationality, sexual preference?



Activity Two: **Un - words...**

*The Pre-fix UN means **NOT**. It comes from Old English and is used most often where new words have been created.*

Read the short text...

If you are biased, even if it's **unconscious**, you could make people around you very **unhappy**. It's **unkind**, to say the least, to believe that a person has certain characteristics just based on where they come from, what sex they are etc.. If you are **unduly** prejudiced about someone then you are being **unfair**. Sometimes we all have **unsubstantiated** fears or concerns about people from an **unfamiliar** culture or background. We can **unintentionally** favour people who we relate to because of a common link, socially or culturally. This is natural but should remain **unquestioned**.

Now try to continue with some more un.. sentences with a partner.. See who can write the most in the shortest time!

Activity Three: **Comprehension activity**: Read the text, and underline any unfamiliar words. Watch the video and answer the questions.

Video - https://www.youtube.com/watch?v=dloCJq8shZE
Unconscious Bias - Leadership and Management

Text: Unconscious Bias In The Workplace. Laura Berger CommunityVoice

We all bring unconscious biases into the workplace. These deeply subconscious attitudes span race, gender, appearance, age, wealth and much more. They influence everything from the car you drive to the employee you promote and the one you don't. Our ancestors survived because grouping people helped them evade murder. In 2018, this function is, of course, much less useful. Our brains are predisposed to demographic bias, but we can mute certain predispositions.

Nonetheless, these hidden drivers can impact many areas of business, from impairing diversity and retention rates to promoting a disconnected culture. Unconscious bias also undermines recruiting efforts and employee development, which can be destabilising to an organisation. Exacerbating these detriments are the fact that the majority of mid- to high-level placements in an organisation are sourced through referral.

The question business leaders need to ask is, "Where is unconscious bias in my company and what is the impact?".

QUESTIONS:

1. Why can't we always trust our instinct?

2. What examples are given in the video of unconscious biais in the workplace?

3. What solution is proposed?

4. Why does the video mention a 'blindspot'?

5. What exacerbates the detriments of unconscious biais?

Activity Four - **What are dependent prepositions?**



Just like we are attracted to certain familiar people, words are attracted to certain familiar prepositions… they are in fact dependent on these prepositions for meaning..

Certain verbs, adjectives and nouns naturally take certain prepositions when placed in a sentence – these are called dependent prepositions.

Unfortunately there are no fixed rules that can help you decide which dependent prepositions should be placed with which words, you really just need to learn them.

Here's a text about unconscious biais: Fill the gaps with the correct prepositions.

Some people might not want to admit ……. being biased ……. others but there's nothing to be ashamed …….. It's natural to have some instinctive bias. The most important thing is to be aware ……. that fact. We are all different ……. each other and even if we are excited ……. getting to know new people we also rely ……. our instinct to keep us safe. Therefore familiar people and places reassure us. We should aim ……. question our own attitudes ……. others and to be as open as possible. We should not look for superficial connections and common points with other people at all costs, we should wait to get to know them on a deeper level and there we will find genuine reasons to feel close ……. each other.

Activity Five - **Test your biais... Look at the following images and say what nationality, job title and sex the person is.**

















Activity Six - Test Using these prepositions only add them to the correct word.

at	of	on
about (2x)	for	in
with	from	to

Afraid ___	Thankful ___	Interested __	Attached ___	Based ___
Bored _____	Be good _____	Think _____	Come _____	Talk _____

Activity Seven - Role Plays: Act out the following role plays.

A) You are **interviewing** your partner for a job but the interviewee is wearing something that you think is strange, you are distracted and right away you have just can't imagine them working with you. Ask them questions that help you discover more to change your mind. The **interviewee** must speak about what he is wearing, saying that it was given to you by your deceased grandmother and it brings you good luck. In the end, the interviewer feels embarrassed that he had a bad opinion of the interviewee and hires him!

B) **Parent/Child** scenario: Your child is going on a **date** but you don't know the person they are dating, you ask them to describe the date, looks, job, interests. You don't like what you hear. Then the child gives one more detail that you absolutely love and agree that they can go on the date.

C) You are a young and very attractive blond woman. You are **applying for a job** in a scientific research company as a researcher. You have previously pioneered an award winning and unique technique and the company is competing among three others to hire you. You are standing at the entrance waiting for your interview. The CEO comes out of his office, takes one look at you and says "You must be the new temp, can you get me a coffee please?".

Activity Eight - Discussion. With your partner or teacher discuss:

1. What do you think people are most biased about?
2. Appearance, Religion, Age, Sex, Sexual Orientation;
3. What else are people biased or prejudiced about?

