



“Let us do everything within our power to remove constraints on women to allow all of us, our institutions, and our society to reach its full potential”



Step 2: Start at the top

Unconscious bias briefing by gender equality champion to key decision makers (College Officers). Important to choose someone influential and persuasive.

VIDEO TO COME !

Step 3: Train the trainer

Build capacity to ensure broader reach and future sustainability. We attended a 'train the trainer' workshop on delivering unconscious bias programmes within our institution.

Step 4: Present the evidence

Research salon event for Fellows of the College and guests to present the literature and current research on unconscious bias.

Example: Academic CV evaluation (Steinpreis et al, 1999)

- Take one identical CV and split into two batches
- Give half a male name and half a female name
- Send out to academic peers for review
- Result: male CV was rated better in all categories (by both male and female reviewers)

Step 5: Cascade!

Unconscious bias briefings for:

- Executive Officer Group (Provost, Vice Provost, Treasurer, Deans, etc.)
- Senior promotions committees
- Junior promotions committees
- Fellows

And planned for:

- Recruitment panels
- Principal Investigators
- Anyone who manages or recruits staff

Step 6: Institutionalise

Work with Human Resources department to build unconscious bias sessions into the recruitment and promotions processes as a regular part of protocol.

Impact & Outcomes:

- Improved institutional decision making
- Greater transparency in recruitment, selection and promotion
- Ultimately, enhanced gender balance

VIDEO TO COME !