INTEGGER Case Study

Trinity College Dublin

Addressing Unconscious Bias

Introduction

Research shows that women and men may be unaware of their implicit, or ‘unconscious’ attitudes, yet these can impact on their decision making.

Goal

Address unconscious biases at all levels of the university, from the highest-level senior management to PIs, Heads of School and the wider community.

Process

Step 1: Secure support of highest-level decision makers (TCD Provost & Vice Provost)

VIDEO TO COME!
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.

"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 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