Implicit Bias Awareness Month
February 2018

VPFA: Who are we?

- Business Affairs & Budget and Resource Planning
- Campus Planning and Facilities Management
- Campus Services
- Human Resources
- Safety and Risk Services

What did we do?

**Department Advocates**
- Presented in staff meetings across all VPFA units
- Encouraged people to attend implicit bias activities
- Talked with staff about implicit bias

**Online Activities**
- Implicit bias introductory video
- Survey to log participation
- Implicit Association Test (Harvard)
- Links to follow-up resources (videos, articles, activities)

**Five In-Person Activities**
Hosted by VPFA Diversity Committee Members
- “The Neuroscience of Implicit Bias” video and discussion
- "Conversations in the Round House" JSMA exhibit guided tour
- “Unearned Privilege” pre-reading and small-group discussion
- "Nurturing a Disability-Inclusive Workforce" panel discussion
- "Autism in the Workplace" presentation and discussion
What was our process?

Research
- Determined strategic timing of February
- Reviewed various resources on implicit bias
- Identified an introductory video and added captions

Design and Publish
- Designed a survey tool to guide people through the implicit association self-assessments and track participation
- Created an easily identifiable logo and website about Implicit Bias Awareness Month, including Frequently Asked Questions
- Offered a Spanish version of the website
- Provided online video, article, and activity resources for people to explore individually

Implement and Promote
- Conducted presentations and conversations in all units about implicit bias and the project
- Created five different in-person group activities to be hosted by members of the VPFA diversity committee (some of these activities were offered multiple times to maximize opportunities for participation)
- Sent email invitations throughout the month reminding people to participate

Track
- Tracked units’ participation rates along the way and evaluated efforts post-event

How did it go?

62% PARTICIPATION
- Nearly 370 people attended an implicit bias training, participated in events, and/or elected to complete an online self assessment
- More than 130 people engaged with the topic of implicit bias in multiple ways

"It is refreshing to see implicit bias training and awareness become a greater part of our campus awareness."
- CPFM Staff Member

For future consideration
- More implicit bias training throughout the year for staff at all levels
- Find ways to keep the momentum going
- Consider mandatory implicit bias training for search committee members

To learn more, visit vpfa.uoregon.edu/about-implicit-bias-awareness-month