Unconscious Bias in Online Teaching

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Getting to Know Dr. Key

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www.odu.edu/faculty-diversity
Gain understanding of bias
Explore online teaching biases
Explore relationship between bias and teaching effectiveness
Identify ways to set aside bias
Online Education
Getting to Know Your Thoughts

Initial thought on teaching online

Immediate concerns
Misconceptions About Online Education

- Online courses are easier than face-to-face courses
- The quality is lower
- Cheating is more common and easier in online classes
- Employers value traditional programs over online programs
- Online learning is less engaging than onsite.
Common Biases in Online Education

- Race and Gender
- Cultural Isolation
- Instructor bias
Unconscious Bias
**Operational Definitions**

- **Unconscious /Implicit Bias** - Implicit Bias are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one’s conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.

- **Explicit Bias** - refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat.
How do we knowingly or unknowingly become bias?

- Experiences
- Environment
- Upbringing
- Experiences of others
- Storytelling
- Society
- Television
Unconscious Bias

EVERYDAY

HARDWIRED

AUTOMATIC

NO ONE IS IMMUNE
The same things that makes us unique is where bias can come into play.
### Types of Bias

<table>
<thead>
<tr>
<th>Bias Type</th>
<th>Description</th>
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<tbody>
<tr>
<td>Affinity Bias</td>
<td>The unconscious tendency to get along with others who are like us.</td>
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<tr>
<td>Gender Bias</td>
<td>A preference or prejudice toward one gender over the other.</td>
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<td>First Impressions</td>
<td>Making a decision about a person based on initial encounter.</td>
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<td>Stereotype Bias</td>
<td>Bias against individuals based on common stereotypes.</td>
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<td>Contrast Bias</td>
<td>The tendency to promote or demote something in a large grouping after a single comparison with one of its peers.</td>
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<td>Non-verbal Bias</td>
<td>Occurs when people exhibit relatively negative (less positive) nonverbal behavior toward specific social group.</td>
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<td>Race Bias</td>
<td>Discriminate based on race.</td>
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<td>Personal Discomfort</td>
<td>Common characteristic that their effect is to promote behavior that is comfortable rather than reasoned</td>
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When is Unconscious Bias Most Active?

- Cognitively Strained
  - Emotionally stressed (fear, frustration, anger..)
  - Under time constraints
  - Distracted

- Auto-pilot- acting without being self-reflective and mindful of one’s motivations and thinking
Dimensions of Diversity

- diversity
- age
- Ethnicity
- gender
- physical abilities/qualities
- Race
- sexual orientation
- educational background
- geographic location
- Income
- marital or partner status
- military experience
- parental status
- religious beliefs
- work experience
- job classification
BIAS PROGRESSES INTO DISCRIMINATORY PRACTICES.
Impact of Unconscious Bias

- Students
- Teaching
- Enthusiasm and Motivation
Steps to Decreasing Unconscious Bias
1. Bracket Views
   - Question both thoughts and emotions

2. Focus Within
   - Tune into your emotions
   - Recognize how your experience has shaped your perspective
   - Stick to facts and don’t make assumptions
   - Turn frustration into curiosity

3. Learn about others
   - Recognize how their experiences have shaped their perspective
   - Consider how they might see the situation and what is important to them
   - Think about how your actions may have impacted them
4. Engage in dialogue
   - Ask open ended questions
   - Listen to understand, not to debate
   - Offer your views without defensiveness and combativeness
   - Avoid blame, think contribution

5. Expand Options
   - Brainstorm possible solutions
   - Be flexible about different ways to reach a common goal
   - Experiment and evaluate
   - Seek out diverse perspectives
QUESTIONS
Resources

- Bias Cleanse- [http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/](http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/)
- Check your bias - [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)