

Managing Implicit Bias Series

Campus UCI

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What is the UC Managing Implicit Bias Series?

The Series consists of six eCourses designed to increase awareness of implicit bias and reduce its impact at the University. The program further reinforces the University's commitment to diversity, equity, and inclusion.

The six self-paced, online interactive courses are 15 to 20 minutes in length and employees may elect to complete individual courses, or the complete series. Those who complete all six courses will receive a certificate of completion. These courses are also included in the UC People Management Series and Certificate as part of the core requirement.

The six courses are:

1. What is Implicit Bias?
2. The Impact of Implicit Bias
3. Managing the Influence of Implicit Bias: Awareness
4. Common Forms of Bias
5. Managing the Influence of Implicit Bias: Mindfulness and Conscious De-biasing
6. Managing Implicit Bias in the Hiring Process

All employees are eligible and encouraged to complete the full series of courses. It is recommended that all People Managers and those aspiring to management positions complete the full series to earn the UC Managing Implicit Bias Certificate.

When and where are the courses held?

All eCourses are available via the UC Learning Center and can be accessed directly from the UCI's Managing Implicit Bias page; training.uci.edu/staff/diversity/implicit_bias.html



Managing Implicit Bias Course Descriptions

Course	Description
1.What is Implicit Bias?	Describe how the brain uses shortcuts and schema to process stimuli. Explain how attitudes, stereotypes and biases form. Differentiate between explicit and implicit biases.
2.The Impact of Implicit Bias	Describe ways in which implicit bias can affect our actions.
3.Managing the Influence of Implicit Bias: Awareness	Assess your implicit biases. Recognize situations wherein you are more prone to the influence of bias. Recognize external factors that make you more prone to the influence of bias. Evaluate whether you are being influenced by bias. Understanding awareness and humility.
4.Common Forms of Bias	Understand the common forms of bias.
5.Managing the Influence of Implicit Bias: Mindfulness and Conscious De-biasing	Learn ways to minimize the influence of implicit bias.
6.Managing Implicit Bias in the Hiring Process	Decouple the design procedures/structures that protect against biases by diversifying search committees, gaining more ideas, perspective, awareness, sensitivity and tapping into diverse networks.

To learn more about these courses and others included in the People Management Series and Certificate, visit the UCI's Managing Implicit Bias page; training.uci.edu/staff/diversity/implicit_bias.html or contact your Campus Learning and Development team at HRTraining@uci.edu