Trust

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What is Unconscious Bias?
Attitudes and/or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.
Residing deep in the **subconscious**, these biases are **different** from known biases that individuals may **choose to conceal** for the purposes of social and/or political correctness. Rather, **implicit biases** are not **accessible through introspection**.

(Kirwin Institute)
Have you experienced unconscious bias?
What can we do?
1. Recognize your own biases
2. Increase your experiences with different groups
3. Implement unconscious bias safeguards
   • Evaluation instruments
   • Matrices
   • Un-bias interview questions
   • Inclusive job descriptions
   • Fair and objective measurement tool designed to define the skills and abilities of the candidate as they relate to the position
4. Understand the true meaning of “fit”
What does “fit” mean?
How the candidates skills and abilities add value to our units goals, objectives, and quest to execute our mission and advance **Student Success**.
Thank You

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