This youtube video of Howard Ross (https://www.youtube.com/watch?v=v01SxXui9XQ) giving training to Google employees on diversity and inclusion ideas is NOT intended to beat you up or “fix you”. It is an invitation to shift your way of thinking and to develop mindfulness. There is science behind Howard Ross’ presentation supported from well-known universities (MIT, UCLA, Peking, University of Toronto, Purdue) and organizations (AAMC) on the neurological happenings behind our unconscious bias.

The presentation is 50 minutes with 8 minutes of question and answers. I’ve broken down the talk to give you a sense of the ideas Howard Ross presents is smaller chunks of time.

- 1-15 minutes: Introduction to unconscious bias. Acknowledging we all have it and understanding how it impacts our everyday interactions.
- 15-30 minutes: How unconscious bias impacts the process of hiring (faculty recruitment, student recruitment, hiring into our laboratories) and our interactions with colleagues.
- 30-45 minutes: Developing the capacity to use a flashlight on ourselves. Connecting with people because you see commonalities rather than being careful around those who are different.
- 45-51 minutes: Ideas for organizational change. Priming before an interview. Ways to structure an interview. Talking about what we are tracking keeps unconscious bias on everyone’s minds and holds us accountable.

Lasting thought to ponder…How much does intelligence, confidence and success matter when it comes to unconscious bias? Research finds that people who are intelligent, successful and confident are more likely to have blind spots. It takes humility to realize we are all influenced by it.

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