About the speaker, Tinu Cornish:

One of the UK's leading diversity psychologists, Tinu uses behavioural science to empower organisations to design innovative and effective diversity and inclusion interventions. Tinu supports organisations to deliver comprehensive organisational change frameworks and charters that successfully ensure the progression of women and Black and Minority Ethnic (BME). Highly respected for her work on unconscious and race bias, Tinu consults and trains on bias for a range of high-profile clients in the private, governmental and higher education sectors. She is particularly known for her credibility with senior and board audiences. Tinu has co-authored two scientific evidence reviews on the topic, most recently for the Equality and Human Rights Commission. Tinu facilitates career and leadership development for women and minority ethnic individuals based on cutting edge research. Currently her focus is on joint BME and line manager/career sponsor programmes that promote an inclusive approach to BME talent acceleration. Tinu is founder and Chair of the Diversity and Inclusion at Work Group, sponsored by the Division of Occupational Psychology of the British Psychological Society and is the co- editor of the group's publication 'The Psychology of Ethnicity in Organizations'.

Introduction Letter:

You have been invited to attend a webinar on unconscious bias. The design of the webinar has been guided by my review of the research evidence on the effectiveness of unconscious bias training. One of the key findings of the review was the benefit of asking participants to complete an implicit association test before the training.

One of the things we will be exploring during the webinar is implicit associations and these can be measured by an implicit association test. It would be very helpful if, in advance of the webinar, you could do the following Gender/Science Implicit Association Test which can be found on the Harvard Implicit Association Website. There are a range of different tests available, but for the purposes of the webinar please just do the Gender/Science test.
https://implicit.harvard.edu/implicit/takeatest.html

The test was developed by Project implicit. Project Implicit is a non-profit organisations and international collaboration between researchers who are interested in implicit bias. The tests are free to access and complete. Each IAT involves a series of tasks. In each task, the participant is asked to use the assigned 'left' and 'right' keys on the computer keyboard to categorise words or pictures rapidly. The test should take you no more than 10 minutes to complete. At the webinar you will be invited to <u>anonymously</u> share your results in the webinar using a poll. You will of course be under no obligation to do so.

You may have come across the debate in some academic circles about the intense criticism the IAT has attracted. Details about the debate can be read in appendix two of my review of the research evidence for unconscious bias. If you are interested in my position on the controversy please read a paper by John Jost (2019) *'The IAT Is Dead, Long Live the IAT: Context-Sensitive Measures of Implicit Attitudes Are Indispensable to Social and Political Psychology'.* Jost's paper should address many concerns you may have in this regard, and therefore the focus of the webinar will be on the impact of unconscious bias and not on the debate about the implicit association test.

I look forward to welcoming you on October 15th.