

## Unconscious Bias

- **Unconscious (or implicit) bias** are prejudices and stereotypes we have about certain groups of people that we are not consciously aware of having
  - e.g. *biases may exist towards individuals of different races, ethnic groups, gender identities, sexual orientations, and physical abilities*
- As unconscious bias can **influence our attitude and behaviour** it is important to increase our awareness of unconscious bias so we can identify how to mitigate against it and build a more inclusive and diverse workplace
- As part of our **Athena Swan Action Plan** we aim to ensure that all interview panels have an appropriate gender balance and that all panel members have done training in unconscious bias

You can identify what biases you may have and **raise your awareness** of unconscious bias by taking an online test, reading information provided on the Heriot Watt University sharepoint site and completing online recruitment training:

- Harvard Test: <https://implicit.harvard.edu/implicit/takeatest.html>
- Heriot Watt University: <https://heriotwatt.sharepoint.com/sites/hr-equalitydiversityandinclusion/sitepages/Unconscious-Bias.aspx> and <https://heriotwatt.sharepoint.com/sites/hr-recruitment/SitePages/What-to-Offer.aspx>

## Women's Engineering Society (WES)

- **WES** supports women in engineering, promotes the education of women in engineering and advances the education of the public concerning the study and practice of engineering among women.
  - Heriot Watt University is a member of WES
  - More information available at: <https://www.wes.org.uk/>
- A **Breakfast Celebration of International Women in Engineering Day** on **June 23rd** has been organised at Heriot Watt University
  - This will be a social event with discussions about WES activities and future events, as well as a place to share experiences of working or studying in engineering.

### Upcoming Events

- Please register for the Breakfast Celebration here: <https://tinyurl.com/WES-Celebration-Breakfast>

For more information on the EPS SAT please contact the Chair Patrik (p.ohberg@hw.ac.uk) or the Deputy Chair Heli (h.johnston@hw.ac.uk)