Implicit Bias Training in the Context of Foundational Institutional Change

Robert M. Sellers
Vice Provost for Equity and Inclusion and Chief Diversity Officer
University of Michigan
Implicit Bias Training is **LESS** effective when...

- It is a one-and-done, stand-alone intervention.
- It creates the false impression of immunity to subsequent bias.
- Diverts attention and focus away from other points of intervention.
Implicit Bias Training is **MORE** effective when...

1. Provides individuals with specific skills and a common language.
2. It is used as tangible evidence of a commitment to cultural change.
3. It is part of a larger strategy for fundamental institutional change.
Fundamental Institutional Change is...
What are our goals?

Everyone will have **EQUITABLE ACCESS** to every level of our organization.

Everyone will have an **EQUITABLE** opportunity to **SUCCEED** in our organization.

Everyone will have an **EQUITABLE** opportunity to **CONTRIBUTE** in our organization.
EQUALITY  EQUITY
Michigan DEI Institutional Change Model

- Raise Institutional Awareness
- Enhance Individual Skills/Capacities
- Align Policy, Procedures, & Processes
- Create Cultural Norms/Reinforcers
- Broaden Institutional Access