



SIXTH ANNUAL  
SYMPOSIUM ON FAIRNESS AND EQUITY ISSUES  
IN CHILD WELFARE TRAINING AND EDUCATION

*Presentation/Discussion*  
**Incorporating Fairness & Equity Issues in Curriculum Design:  
Examining the Intersection and Interrelationship  
between the Core Curricula and Fairness**

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Summary  
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The Nature of Bias

- Bias is natural
- People have unconscious biases and assumptions
- The concept of automaticity = unconscious thought process that leads people to do what is easier rather than what may be a better decision
- The concept of ambiguous thoughts = people sometimes lean toward negative stereotypes of particular groups

Case Example (from research):

To examine gender bias, research was conducted using a resume of an actual woman who was promoted and received early tenure at a university. The name on the resume was changed so that there were two versions: one with a man's name, and the other with a woman's name. When a sample of prospective employers were asked which candidate they'd hire, they chose the resume with the man's name. The employers said that the man had more research and teaching experience.

Recommendations for handling unconscious bias:

1. Identify biases to raise awareness to a conscious level
2. Make a list of stereotypes to bring them into the conscious mind
3. Recognize stereotypes and biases when they arise and participate in activities to counteract them

Recommendations for enhancing training curricula:

1. Assess case studies and devise introspective activities for trainees
2. Modify scenarios to include a balanced perspective about children and families in child welfare
3. Introduce critical thinking exercises and activities

Suggested Readings and Resources:

1. Implicit Association Test - <https://implicit.harvard.edu/implicit/>
2. *Price of Privilege* - book
3. *White Like Me: Reflections on Race From a Privileged Son* by Tim Wise
4. Household Survey