

## DEI: Unconscious Bias **EXAMPLE**

[Listening Test Questions]

**Speaker:** S. Jackson

**Date:** 5/01/23

**Time:** 07:30

**Level:** \*\*\*\* [B1/B2/C1]

### Download Links

<b>Lecture:</b> Available in paying download	<b>MP3:</b> Available in paying download	<b>PowerPoint Download:</b> Available in paying download
---	---	---

Check these words and phrases before listening:

#### Key vocabulary

1. Unconscious.
2. Judgment.
3. Assumption.
4. Implicit.
5. Involuntarily.
6. Prejudice.
7. Implicit.
8. Explicit.
9. Peer pressure.
10. Ageism.
11. Anglicised.
12. Traits.
13. Eliminate.
14. Denial.
15. Systemic changes.
16. Adverse.
17. Pay parity.
18. Social barriers.
19. Transparency.
20. Socioeconomic.

**Copyright:** These materials are photocopiable but please leave all logos and web addresses on handouts. **Please don't post these materials onto the web.** Thank you

# Teacher

## LISTENING TEST QUESTIONS

**Aim:** to develop the students' ability to listen to a 10 min+ lecture, to take notes and then use those notes to answer a range of test-type questions.

**Lesson Time:** Approximately 1:30-2:00 hours

### Lesson Plan

#### Lead in

- Ask Students to read the 'title' & predict the content of the lecture.
- Ask students to write down key terms & language from the discussion.
- Feed in / check key vocabulary.

#### Three types of lesson

##### **Lesson#1:** [Challenging]

1. Students listen once & take notes.
2. Give 5 minutes to tidy notes.
3. Listen again & add to notes (use a different colour pen).
4. Distribute questions – set 20-25 minutes to answer.
5. Feedback: distribute or project answers.

##### **Lesson #2:** [Medium]

1. Students listen once & take notes.
2. Distribute questions: set 15 minutes for students to answer the questions from their notes.
3. Listen again. Students answer the missed questions as they listen.
4. Give extra 10 minutes to consolidate answers.
5. Feedback: distribute or project answers.

##### **Lesson #3:** [Easier]

1. Distribute questions. Students have 10 minutes to look at the questions.
2. Students listen & answer the questions.
3. Give 5 minutes to tidy answers.
4. Students listen again. Check answers & answer missed questions.
5. 5-10 minutes to tidy answers.
6. Feedback: distribute or project answers.

#### **Full URL Links:**

Video: [Available in paying download](#)

MP3: [Available in paying download](#)

PPT: [Available in paying download](#)

## DEI: Unconscious Bias EXAMPLE

### 1. Overview of DEI

1.1 What TWO reasons are given for why DEI practices are becoming more common and necessary?

i.	
ii.	

\_\_\_/2

### 2. Unconscious bias: Select ONE answer per question only.

i. Which is an example of unconscious bias?

- a) When a person [redacted] they are similar in personality.
- b) When a person thinks worse of someone because they are similar in personality.
- c) When a person thinks better of someone because they [redacted]
- d) When a person [redacted] because they have similar prejudices.

ii. What is the halo effect?

- a) When we think a person's positive and negative traits are important.
- b) When we don't think a [redacted] important.
- c) When we focus too much on the negative aspects of a person.
- d) When we focus [redacted] person.

iii. What data shows that ageism is widespread in the workplace?

- a) 60% of workers over the age of 45 claim to have experienced age discrimination.
- b) 60% of workers over the [redacted] age discrimination.
- c) 80% of workers over the age of 45 claim to have experienced age discrimination.
- d) 80% of workers over the [redacted] age discrimination.

iv. How many more white applicants were invited for a second interview in Ruhl's study?

- a) 5%
- b) [redacted]
- c) 25%
- d) [redacted]

\_\_\_/4

### 3. Gender bias: Are these statements true, false or not given?

		T/F/NG
i.	One example of gender discrimination is where an interview panel select a male applicant over a female even if she has the same experience.	
ii.	It is [redacted] the workplace.	
iii.	Unconscious [redacted] firms these days.	
iv.	For training [redacted] their own prejudices.	
v.	Staff members [redacted] unconscious bias training.	

\_\_\_/5

**4. Unequal pay**

**4.1. Complete the table with the missing figures.**

	Point	Figures
i.	The overall gender pay gap is...	
ii.	A [redacted] positions after the age of...	
iii.	Women [redacted] until...	
iv.	Black [redacted] parity until...	
v.	Hispanic women [redacted]	

\_\_\_/5

**4. Unequal pay**

**4.2. Complete the table the THREE solutions put forward.**

Solution 1	
Solution 2	
Solution 3	

\_\_\_/3

**5. Conclusion: Complete the paragraph with between ONE and FOUR words for each gap.**

Overall, [redacted] within a \_\_\_\_\_ is extremely challenging, it is clear that it is essential, as leaving [redacted] and prospective \_\_\_\_\_ and in turn, [redacted] company. \_\_\_\_\_ could be effective if carried out correctly, but there must also be [redacted] everyone regardless of \_\_\_\_\_ is treated fairly at their \_\_\_\_\_.

\_\_\_/5

**Total Score \_\_\_ / 24**

## DEI: Unconscious Bias **ANSWERS**

### 1. Overview of DEI

1.1 What TWO reasons are given for why DEI practices are becoming more common and necessary?

i.	<i>Places of work are becoming more globalised.</i>
ii.	<i>Societal roles are beginning to evolve.</i>

\_\_\_ /2

### 2. Unconscious bias: Select ONE answer per question only.

i. Which is an example of unconscious bias?

*a) When a person thinks better of someone because they are similar in personality.*

b) When a person thinks worse of someone ...

**ALL ANSWERS ARE INCLUDED IN PAID VERSION...**

## DEI: Unconscious Bias [Transcript]

By H. Kennedy (2023)

*Hello and welcome to this lecture on DEI, that is diversity, equity and inclusion, and what I'll be looking at specifically in today's talk is unconscious bias. Don't worry if this term is new to you, my aim is to define this concept as well as bring in some specific examples to help you understand this area of DEI. I'll also include some important data to support the claims made, and I'll be...*

**THE FULL TRANSCRIPT IS INCLUDED IN THE PAID VERSION...**