

What could you do to reduce bias or what could be done to reduce bias?

Team 1

To give information about different cultures and explain different aspects about the culture.

To give people the ability to express themselves in their own cultures.

Open your mind like an open umbrella.

More group gatherings/events. For everyone to have an opportunity to talk and share about their cultures outside of work.

Reduce power-distance between teacher and student.

Team 2

1. Exchange of ideas and experiences between teachers of different cultures and genders
2. Being open-minded and tolerant
3. Vary the teaching techniques, especially the interactive activities, so that different students find their comfort zone
4. Actively ask students for feedback regarding their experience
5. Group activities with diverse groups, in terms of gender, culture, nationality, ethnicity, educational background
6. Conduct assessment of bias tests for students
7. Provide materials for learning about bias and how to address it

Team 3

Trainings like this one

Give exam to someone who has not seen the class to correct

Waiting and thinking before you do something

Ask for feedback, and give feedback where appropriate

Put yourself in the shoes of the student group in general or a specific student

Bring together a heterogenous group

Allow everybody to speak the same amount of time

Be ready to explain cultural differences if you identify them

Team 4

- have grading schemes to treat each student the same way
- hide the name while grading
- reflect about attitudes after each class
- create heterogeneous groups for students to work
- at exams, use simple formulations so that students that don't have English as their mother tongue can understand well
- use different kind of exercises to adapt to everyone
- group activities where everybody has to speak up to participate

Team 5

Education about other cultures and experiencing other cultures.

Being aware of biases.

Learning other languages.

Team 6

Awareness of bias. Accept that these biases exist. Confront the bias.

Biases could be developed due to homogeneous atmosphere in groups. Intentionally create diverse groups.

Do tests like the one we did

Create a class environment where people feel free of pointing out your biases

Invite other teachers while you teach to point out

Team 7
We believe that these following actions could reduce bias: - Organize activities in which we have to find something that we have in common with our teammates - Divide the class in the first session in small groups and let them discuss how classes are organized in their culture and share the summary with the rest of the group - Be conscious of the background of the group;