

# Symposium Diversity and Inclusion: Challenging Implicit Bias

5 November 2015, 13.30 – 20.30 hours

Venue: Kamerlingh Onnes Building, Steenschuur 25

Organized by: SEA/AZ, contact persons: Sabina Beijne, Mirella Imthorn

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## Program

### (KOG, Room C-131)

- 13.30 – 14.00 Welcome and registration
- 14.00 – 14.35 Introduction by Prof. dr. Simone Buitendijk: “Implicit bias and unconscious stereotyping” (*Followed by discussion*)
- 14.35 – 15.15 Keynote by Prof. dr. Philomena Essed: “Everyday racism, cultural cloning and durable inequalities in higher education: Towards core culture interventions” (*Followed by discussion*)
- 15.15 – 15.45 Break (*Magazine on the spot asks for reactions from the public*)
- 15.45 – 16.25 Keynote by Prof. dr. Judi Mesman: “Implicit bias in parenting, education, and the media: How children learn gender and racial stereotypes” (*Followed by discussion*)
- 16.25 – 16.35 Update by dr. Isabel Hoving: “The current state of affairs of the Working Plan for Diversity and Inclusion at Leiden University”
- 16.35 – 16.45 Awareness for the current issues regarding refugees
- 16.45 – 17.00 Discussion

### (KOG, Restaurant)

- 17.00 – 17.30 Drinks, music and modern art
- 17.30 – 18.25 Buffet

### (KOG, Room C-131)

- 18.30 – 19.25 Van Bergen Award

### (KOG, workshop rooms)

- 19.30 – 20.30 Workshops
- 20.35 – 20.50 Wrap-up

*Workshop 1:* New Urban Collective: “Students as agent of social change: How can students fight institutional racism?” (*Speech and discussion in English*)

*Workshop 2:* SABR: “Impliciete associatie en stereotypering” (*Speech and discussion in Dutch*)

*Workshop 3:* COC Leiden and A.S.V. Gay: “The importance of LGBT organizations for the university” (*Speeches and discussion in English*)

**Keynote by Prof. dr. Philomena Essed: “Everyday racism, cultural cloning and durable inequalities in higher education: Towards core culture interventions”**

Mass education was meant to increase democratic equality and inclusion. Higher education leadership has however often failed to (sufficiently) address the interconnected ordering processes that sustain inequality. Instead, the corporatization of university culture and accountability regimes over the past few decades reinforces cultural cloning. Implicit bias, exclusion and selective inclusion are central to the reproduction of durable inequalities in higher education. “Everyday racism” is the unintentional integration of racism in routine practices of everyday life. As a form of exclusion and oppression it works through and in relation to gender, class, sexual orientation, and other domination systems. Oppression works in tandem with cultural cloning. Shifting the focus from exclusion to include a critique of cultural cloning reveals the privileging of likeness and homogeneities; of masculine, white, European, and able bodied normative prototypes in higher education, and in particular in the higher echelons. Interventions need to happen at the deeper levels of organizational culture, to transform core values and norms about learning and knowledge production. Are there examples of how this can be done?

**Keynote by Prof. dr. Judi Mesman: “Implicit bias in parenting, education, and the media: How children learn gender and racial stereotypes”**

From a very early age, children are able to classify humans in categories according to gender and race. In infancy these categories are based solely on objective physical characteristics such as facial hair and skin color, but in the toddler and preschool years these categories become contaminated with value labels, behavioral expectations, and social norms, laying the foundations for implicit bias. How do parents, educators, and the media contribute to this process, and what are the consequences of early implicit bias learning for future functioning?

**Workshop 1, New Urban Collective: “Students as agent of social change: How can students fight institutional racism?”**

How can students become catalysts for change in their universities and the broader society? How can the issue of “institutional racism” be tackled to create an educational environment where all students and staff feel included, acknowledged and welcome? During this workshop members of the New Urban Collective, an organization of students and young professionals from diverse cultural backgrounds, will engage in an interactive session on how students can facilitate change from the bottom up. NUC has been part of several campaigns and actions such as the “I, Too, Am VU campaign”, which has sparked dialogue about issues of diversity and racism in Dutch educational institutions and society. After a presentation we will engage in working groups to develop concrete creative ideas for campaigns and events and actions which can be turned into action immediately.

**Workshop 2, SABR: “Impliciete associatie en stereotypering”**

Studentenvereniging SABR, gevestigd in Leiden, zal een workshop geven over impliciete associatie en stereotypering. Impliciete associaties zijn onbewuste vooroordelen die je kan hebben tegenover iemand, een groep en/of iets. Deze onbewuste vooroordelen hebben invloed op je gedrag. Bij stereotypering worden kenmerken van een persoon toegeschreven aan een groep mensen. In deze workshop willen we bewustwording creëren over de invloeden van impliciete associatie en stereotypering, de gevolgen daarvan en hoe je het bij jezelf kan herkennen. Studentenvereniging SABR heeft als doel de integratie van moslimstudenten te bevorderen en om interessante informatie over de Islam met zowel moslims als niet-moslims te delen. Tot slot willen wij de interculturele dialoog bevorderen om wederzijds begrip en respect te creëren. Onbekend maakt immers onbemind!

**Workshop 3, COC Leiden and A.S.V. Gay: “The importance of LGBT organizations for the university”**

Over the course of the last decades, the position of lesbians, homosexuals, bisexuals and transgenders has been improved in The Netherlands. Have all problems been solved, or is it still important to defend the interests of LGBTs? How is it for LGBTs to live in a university town? Do LGBT students still face implicit bias, and/or overt discrimination and violence? What can LGBT organizations, like COC Leiden and A.S.V. Gay from Amsterdam, do to improve acceptance, and what can students do themselves? COC Leiden and A.S.V. Gay will share their experiences and discuss these topics with the audience.