

Bias Literacy Training

University Human Resources



2025 - 2026



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What is Bias Literacy?

Bias literacy refers to the ability to recognize and understand how biases—both conscious and unconscious—can influence our perceptions, judgments, decisions, and interactions with the world. This applies to a wide range of contexts, including media consumption, research, workplace interactions, and personal relationships.



Types of Bias

Implicit

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Schemas – a cognitive framework that organizes information about the world, helping people understand and interpret experiences



Types of Bias

Explicit

Explicit bias refers to the attitudes and beliefs that we are consciously aware of and can openly express towards individuals or groups.

Attitudes – general feelings of like or dislike toward a category or group

Stereotypes – specific association between a category and a particular trait





Protected Classes

- Race
- Color
- Religion
- National Origin
- Creed
- Uniformed Service
- Veterans Status
- Sex
- Age
- Political Ideas
- Marital or Family Status
- Pregnancy
- Physical or Mental Disability
- Genetic Information
- Gender Identity
- Gender Expression
- Sexual Orientation

How Does Bias Effect RTP?

Objective:

To assess the materials provided in the dossier to the standards of the appropriate role and scope

Examples:

- Dossier
 - Letters of Recommendation
 - Pre-existing knowledge of applicants
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Tips on Reducing Bias

Individually:

- *Self Reflection*
- *Dont rush through the materials*
- *Dont conform to group pressures*

As a Committee:

- *Have Transparency as a group*
 - *Hold each other accountable*
 - *Adhere to the Role and Scope*
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Thank You

For further inquiries and information contact the
Chair of the University Retention, Tenure, and
Promotion committee



University Human Resources



MSUHumanResources@montana.edu



406-994-3651



920 Technology Blvd. Suite A



www.montana.edu/hr/index