

# **Inclusion and equity in our educational system: from theory to awareness**

**European First Year Experience 25 June 2018**



**Universiteit Utrecht**



**UMC Utrecht**

# Diversity

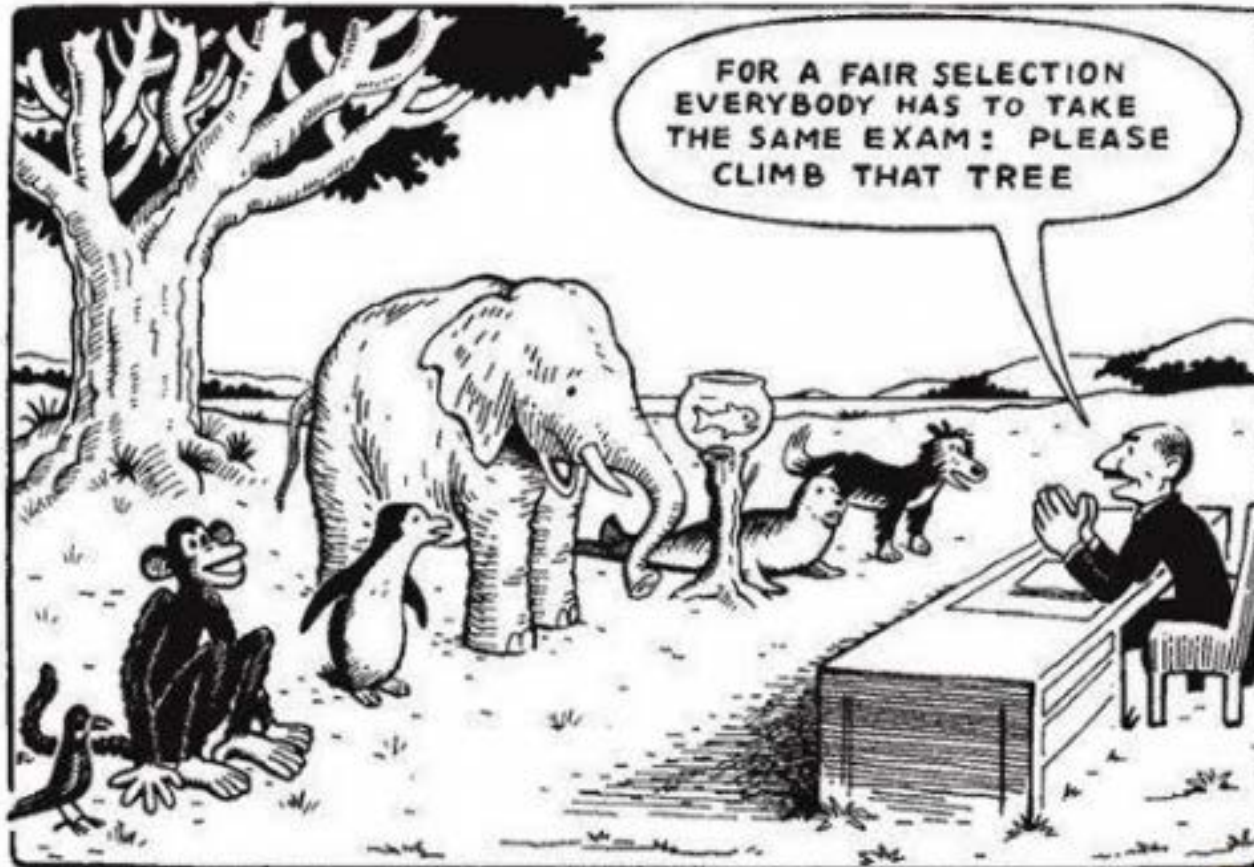


Universiteit Utrecht



UMC Utrecht

# Equality



memecenter.com MemeCenter



Universiteit Utrecht



UMC Utrecht

# Equity

## Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

## Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

## Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

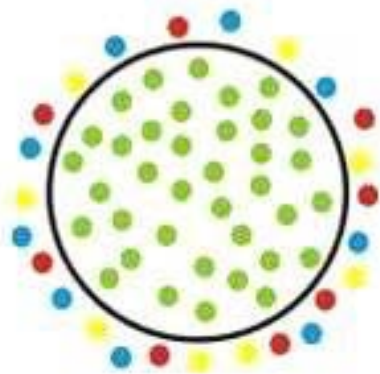


Universiteit Utrecht

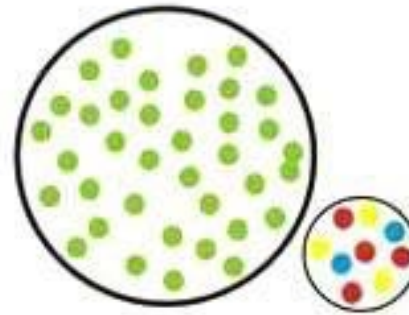


UMC Utrecht

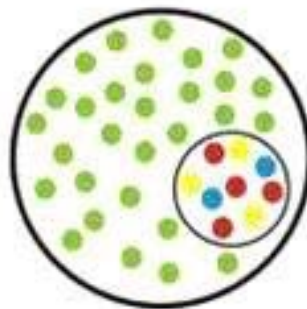
# Inclusion



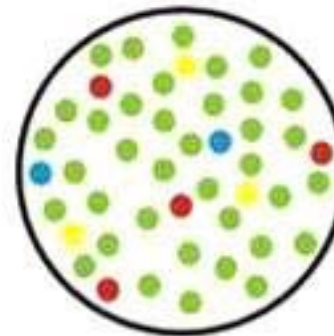
**Exclusion**



**Segregation**



**Integration**



**Inclusion**





# Why Diversity

July/Aug 2017 | NAFSA: ASSOCIATION OF INTERNATIONAL EDUCATORS

## **Science: Why Diversity Matters**

A critical mass of research findings is pointing toward the quantitative and qualitative advantages of greater geographical and ethnic diversity, including stronger research.

NAT U R E | VO L 558 | 7 J U N E 2018

## **Science benefits from diversity**

Improving the participation of under-represented groups is not just fairer — it could produce better research.

# Diversity in Education

American Council on Education and  
American Council of University Professors 2000

Does diversity make a difference in college classrooms



Universiteit Utrecht



UMC Utrecht

# Selection & bias

## Scientific evidence for the selective admission criteria

### Valid predictors

- GPA
- Cognitive ability
- GRE-General and GRE-Subject
- Conscientiousness

### Little or no validity

- Ratings of standardized recommendation letters
- admission interviews small predictive value for academic performance
- Openness to Experience, Agreeableness, Neuroticism and Extraversion
- Motivation letters





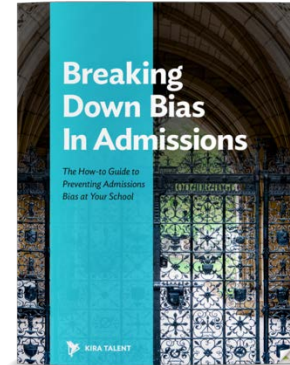
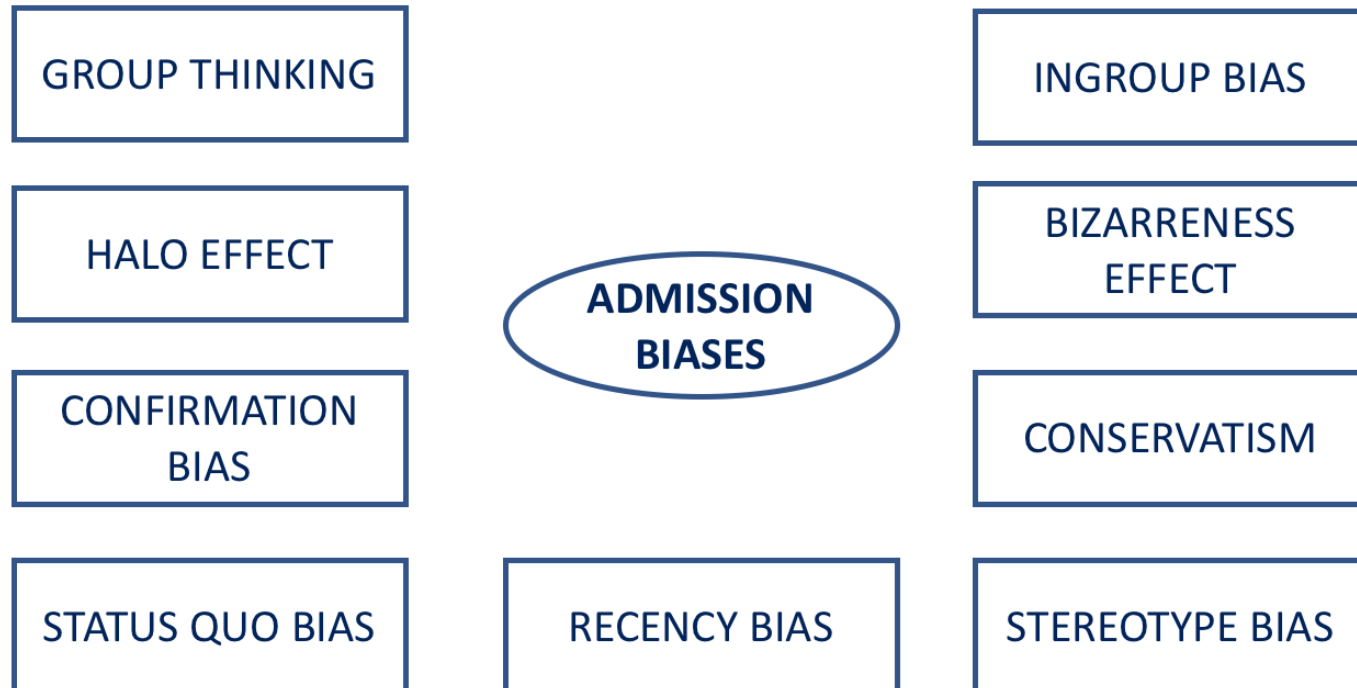
# Selection & bias

## BIAS

A characteristic deviation from rational judgment causing a person to make assumptions or inferences about others and situations



# Selection & bias



Universiteit Utrecht



UMC Utrecht

# Bias

- **Groupthink** – once someone is positive or negative about an applicant, the rest of the reviewers are likely to agree, even if their initial opinion was different.
- **Halo effect** – if an applicant has one excellent quality, you are likely to deflect other flaws in the applicant.
- **Confirmation bias** – when an individual seeks, interprets, selects, or remembers information in a way that confirms his or her own beliefs or ideas.
- **In-group bias** - when a reviewer gives a candidate preference because they perceive the candidate to be within the same 'group' as them.



# Bias

- **Conservatism** – when reviewers maintain a prior view without properly adjusting for new information.
- **Bizarreness effect** – a form of bias that can make a candidate stand out above others due to a unique experience or hobby.
- **Stereotype bias** – self-explanatory.
- **Status Quo bias** – an emotional attachment to the current state of being; it's an aversion to change.
- **Recency bias** - when coming to a conclusion about events over a period of time, we assign more weight to events that happen recently than we do to events further back in time.



# Assignment

<https://padlet.com/gjvdv/EFYE2018>

Results of discussions can be found following slides.



Universiteit Utrecht



UMC Utrecht

# Inclusion and equity in our educational system: from theory to awareness.

EFYE 2018, 25 June, 2018 Pre-conference workshop

GISELA J. VAN DER VELDEN 22 MEI 2018 21:37

## Group 1

ANONIEM 25 JUNI 2018 11:51

### Sometimes bias is good!

ANONIEM 25 JUNI 2018 11:42

### Focus on a minority (male/female)

Girls vs boys - much more focus on girls, especially for beta/sciences! Many more girls in several studies. Male students are performing better when they're arriving at master level, research shows girls are mature earlier in life, better prepared.

ANONIEM 25 JUNI 2018 11:36

### Admission in SA is biased

Admission to medicine in SA: non academic cv - better opportunities when it is a white student! Students from a township will not have gotten the opportunities. We work with disadvantaged schools, African black females go and build a relationship with the students in order to get them into university. The back disadvantaged student will, for the first time in their lives, work with privileged white students. These white students have pocket money, a car, etc. The black students have to get an extra job to get money home. And they're doing worse in university. Support is there (in some universities), but it is not enough

ANONIEM 25 JUNI 2018 11:30

### Black lawyers matter in Manchester

Where at Manchester University an outreach/mentoring programme is set up to get young (black) students to study Law. They are assigned mentors at secondary school, and speak with lawyers and with convicts

ANONIEM 25 JUNI 2018 11:50

### Bias for men in social studies

Sometimes only one male will apply for an internship, compared to 30 females.

There is a massive focus on feminism, so the few males that are in the program can feel very isolated and we have to be very careful about this

ANONIEM 25 JUNI 2018 11:51

### Norway selects on grades only

Political discussion about this currently going on! Transparency is the key.

## Group 2

ANONIEM 25 JUNI 2018 11:42

### Contradiction

The universities change very slow, while the society changes very fast

ANONIEM 25 JUNI 2018 11:41

### Culture at university

How did we move from 5-10 years ago? It is hard to challenge existing systems: we always did it like that (=conservatism).

ANONIEM 25 JUNI 2018 11:40

### Celebrity bias

ANONIEM 25 JUNI 2018 11:39

### To try to include minorities that did not come before

cooperation with labor market. Idea; People of 25 years or older come back to the universities of applied sciences (Hogeschool in Dutch). Evaluation program.

ANONIEM 25 JUNI 2018 11:36

## Teachers' selection

ex. Norway. Teacher are selected on math, but not other aspects. Bias - Conservatism?

ANONIEM 25 JUNI 2018 11:34

## Status Quo

For centralized systems: look mostly at the grades. Does it allow to keep status Quo for universities? (Yes, if the system does not allow all children to go to the same level of school education. ex. the NL, Norway...).

ANONIEM 25 JUNI 2018 11:45

## Bizarreness effect

Difficult to overcome; (1) to choose the selection methods which are standardized. + (2) what did they learn from that experience + (3) does not work for people with disabilities

## Group 3

---

ANONIEM 25 JUNI 2018 11:43

## Selection methods

It comes from a western culture. And so students might be on disadvantages.

ANONIEM 25 JUNI 2018 11:40

## Recency bias

you compare the candidates with the one after. > Have time to score and clear the mind.

ANONIEM 25 JUNI 2018 11:35

## Ingroup bias

Write down your findings, before discussing them.  
Objective way to score applicants.

ANONIEM 25 JUNI 2018 11:34

## Selection interviews

Have more interviewers (three or more), with diverse backgrounds.

ANONIEM 25 JUNI 2018 11:33

## Second generation

Second generation don't see why they should be treated different then students coming from the majority.

ANONIEM 25 JUNI 2018 11:31

## Selfselection

Students don't apply because they don't think they will be selected.

Rolemodels are important

ANONIEM 25 JUNI 2018 11:29

## Job applications

Good students don't get job interviews because of their background (ethnic background, mature students)

ANONIEM 25 JUNI 2018 11:26

## Stereotype bias

Sometimes we seek information that will confirm our stereotype.

ANONIEM 25 JUNI 2018 11:24

## HALO EFFECT

Students anticipate upon the Halo effect, but intitutions don't always realise this (and are part of the problem).

\*\*\*\*\*



## What you can do

1. Enlist a consistent number of reviewers for each applicant
2. Have reviewers gather feedback independently
3. Create a comprehensive rubric and stick to it
4. Develop a training program for reviewers
5. Even the playing field for students both near and far
6. Be open to more student experiences to include students from all backgrounds
7. Allocate resources better to avoid burnout



Gönül Dilaver: [g.dilaver@umcutrecht.nl](mailto:g.dilaver@umcutrecht.nl)

Anastasia Kurysheva: [a.kurysheva@umcutrecht.nl](mailto:a.kurysheva@umcutrecht.nl)

Gisela van der Velden: [g.j.vandervelden-2@umcutrecht.nl](mailto:g.j.vandervelden-2@umcutrecht.nl)



**Universiteit Utrecht**



**UMC Utrecht**