



CENTRE FOR THE ADVANCEMENT OF RACIAL EQUALITY

****Implicit Bias Quiz: Higher Education Edition****

Instructions: Please answer the following questions based on your immediate gut reaction or instinctual response. Try to respond quickly and without overthinking. There are no right or wrong answers, and your responses will remain confidential.

1. When considering candidates for admission to a competitive undergraduate programme, which ethnicity or race do you instinctively perceive as having the highest potential for academic success?

- White/British
- Black/Black British
- Asian/Asian British
- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

2. Imagine you are reviewing applications for a PhD programme. Which applicant do you instinctively perceive as the most promising candidate for doctoral research?

- Applicant A: A white student with a strong academic background but limited research experience.
- Applicant B: A black student with relevant research experience but slightly lower grades.
- Applicant C: An Asian student with exceptional academic achievements and extensive research publications.
- Applicant D: A mixed-race student with a compelling research proposal but less formal academic training.

3. Consider your immediate reaction when assessing a student's performance in an exam or assignment. Do you instinctively:

- Assume higher competence for students from certain ethnic backgrounds?
- Expect lower performance from students from underrepresented ethnic groups?
- Evaluate each student's work objectively and without bias?
- Other (please specify): _____

4. When envisioning the ideal graduate from your institution, what ethnicity or race do you automatically associate with academic excellence and leadership potential?



- White/British
- Black/Black British
- Asian/Asian British
- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

5. Reflect on your initial response when a student from an underrepresented ethnic background expresses interest in pursuing a PhD programme. Do you feel:

- Encouraged and supportive
- Indifferent or neutral
- Slightly hesitant or doubtful
- Dismissive or sceptical
- Other (please specify): _____

6. Imagine you are selecting candidates for a prestigious scholarship. Which applicant do you instinctively perceive as most deserving of financial support?

- Applicant A: A white student with a strong academic record and leadership experience.
- Applicant B: A black student from a disadvantaged background with exceptional academic potential.
- Applicant C: An Asian student with demonstrated commitment to community service and extracurricular activities.
- Applicant D: A mixed-race student with a compelling personal narrative and clear career goals.

7. When considering potential candidates for faculty positions, which ethnicity or race do you instinctively perceive as the best cultural fit for your institution?

- White/British
- Black/Black British
- Asian/Asian British
- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

8. Imagine you are forming a selection committee to review applications for a research grant. Which ethnicity or race do you automatically associate with innovative and groundbreaking research?

- White/British
- Black/Black British
- Asian/Asian British



- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

9. Reflect on your circle of academic peers or colleagues. How diverse is it in terms of ethnicity or race?

- Very diverse, with colleagues from various ethnic backgrounds
- Somewhat diverse, but mostly consisting of people from the same ethnic group as me
- Not very diverse, predominantly consisting of people from the same ethnic group as me
- Not diverse at all, entirely consisting of people from the same ethnic group as me

10. Consider your initial response when encountering academic literature or theories developed by scholars from different ethnic backgrounds. Do you feel:

- Open-minded and curious
- Slightly sceptical or dismissive
- Indifferent or neutral
- Intrigued and interested
- Other (please specify): _____

11. When envisioning the typical student body at a prestigious university, what ethnicity or race do you automatically imagine as the majority?

- White/British
- Black/Black British
- Asian/Asian British
- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

12. Reflect on your initial reaction when encountering academic literature or theories developed by scholars from different ethnic backgrounds. Do you feel:

- Open-minded and curious
- Slightly sceptical or dismissive
- Indifferent or neutral
- Intrigued and interested
- Other (please specify): _____

13. Imagine you are forming a committee to select keynote speakers for a conference. Which ethnicity or race do you automatically associate with expertise and credibility in their field?



- White/British
- Black/Black British
- Asian/Asian British
- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

14. When considering potential candidates for admission to an elite academic programme, which ethnicity or race do you instinctively perceive as having the highest intellectual ability?

- White/British
- Black/Black British
- Asian/Asian British
- Mixed/Multiple Ethnic Groups
- Other (please specify): _____

15. Imagine you are reviewing applications for a faculty position. Which applicant do you instinctively perceive as the best cultural fit for your institution?

- Applicant A: A white candidate with a traditional academic background and similar research interests to existing faculty members.
- Applicant B: A black candidate with a unique interdisciplinary approach but limited experience in academia.
- Applicant C: An Asian candidate with extensive international research collaborations and a diverse cultural perspective.
- Applicant D: A mixed-race candidate with innovative teaching methods and a commitment to social justice.

16. When you think of a successful student or professional, what ethnicity or race comes to mind first?

- White/British
 - Black/Black British
 - Asian/Asian British
 - Mixed/Multiple Ethnic Groups
 - Other (please specify): _____
- Other (please specify): _____

17. Imagine you are reviewing job applications. Which applicant seems most qualified for a managerial position?



- Applicant A: A white male with a degree from a prestigious university.
- Applicant B: A black female with similar qualifications but from a lesser-known university.
- Applicant C: An Asian male with extensive relevant experience but less formal education.
- Applicant D: A Mixed female with a strong track record of leadership in community organisations.

18. Consider your immediate reaction when encountering a person of a different ethnicity or race in a professional setting. Do you feel:

- Comfortable and at ease
- Slightly cautious or reserved
- Indifferent or neutral
- Uneasy or apprehensive
- Other (please specify): _____

19. When watching news reports about crime or violence, which ethnicity or race do you find yourself associating most with the perpetrators?

- White/Caucasian
- Black/African British
- Asian/Asian British
- Other (please specify): _____

20. Reflect on your social circle or network of friends. How diverse is it in terms of ethnicity or race?

- Very diverse, with friends from various ethnic backgrounds
- Somewhat diverse, but mostly consisting of people from the same ethnic group as me
- Not very diverse, predominantly consisting of people from the same ethnic group as me
- Not diverse at all, entirely consisting of people from the same ethnic group as me

****Scoring:**** There is no scoring for this quiz. The purpose is to prompt self-reflection and awareness of potential implicit biases related to ethnicity in higher education settings. After completing the quiz, take a moment to reflect on your responses and consider how they may reflect unconscious attitudes or stereotypes.