



University of Utah

UNDERGRADUATE RESEARCH JOURNAL

WOKBE: Pilot for an Online Platform for Bias Training

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Every year, workshops across the United States are created and presented to address unconscious bias and sexual harassment. In the United States, law requires organizations to provide sexual harassment training, and under executive order 11246 many state employers have the responsibility to provide diversity trainings in the workplace.

Research has shown that these type of workshops do not have long lasting impact in many organizations to fight cognitive biases because they lack the consistency necessary to create lasting results. These workshops are an important tool for social transformation and self-reflection. In spite of the importance of education, current training models are usually long, tedious and insufficiently infrequent.

The purpose of this project is to launch a web-site application as a tool to explore and analyze the efficiency of personal bias training when applied on a daily basis. This project is aimed to study the long-term impact that personal bias training on a daily basis can have in organizations that are becoming more diverse.

The potential benefits for the participants will be to increase their awareness and mindfulness when it comes to implicit racial biases. The participants will increase their knowledge, empathy, and perspective to issues of racial justice and racial equity. Having a basic understanding and knowledge of racial terms on a constant basis will allow the participants to practice anti-racist behavior, and give them the tools to feel comfortable having educated conversations and exchange of ideas of racial terms and practices. This study has the following goals by creating an unconscious bias training called Wokbe that:

- has the potential to work for working adults.
- is accessible to people through mobile platform.
- Has long-lasting effects through creating regular engagement

This research will evaluate the effectiveness of the app by identifying these key performance indicators: 1) Numbers of users 2) Average time used weekly by the user 3) Pre and Post assessment comparison 4) self-assessment of the users.

This type of educational modules for racial cognitive bias can be used as a great tool to fight micro-aggressions using technology to deliver. This type of training makes us more aware of how our brain attempts to simplify information by making the participants more aware of their personal judgments that might be implicit.