

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Tuesday, April 05, 2016 3:11:40 PM

First name:

Christine

Last name:

Pribbenow

Email address:

[REDACTED]

Phone number:

[REDACTED]

Group name (if applicable):

WCER, The LEAD Center

What is your affiliation with UW-Madison? For group submissions, please respond for main contact.

- Academic Staff

Describe the concept. If already in use here or elsewhere, please indicate this.

Do You Play Fair? A Workshop About Bias in Academia

This workshop explores how unconscious bias may impede student success in STEMM fields. Fair Play raises awareness about stereotypes and other racial biases in academia, which can inadvertently influence judgments about and behavior toward others. In the game, you are Jamal, an African-American graduate student who experiences bias incidents as he navigates through his academic career and interacts with faculty, staff, and students on a college campus. Your success in the game depends on how you interact with colleagues within the game and how well you learn common bias concepts. After playing the game, workshop participants engage in a facilitated discussion about addressing unconscious bias in their relationships with students, as well as at their institutions.

How would this affect cultural change on campus?

I am the PI of a five year, NIH-funded grant to teach faculty in the STEMM fields about racial bias. The grant funds workshops at a variety of conferences across the country. The intervention includes the workshop participants playing a simulation-type game (Fair Play) where they are "Jamal"— a black graduate student on a campus. Jamal encounters a number of bias incidents during this simulation. The workshop is intended to do two things— 1) provide the player with the perspective of being someone who encounters bias on a daily basis to induce empathy in them, and 2) to provide the names of the concepts and the research about them (e.g., microaggressions, tokenism), and strategies to address bias.

Besides an NIH-funded event we have planned for September for UW-Madison faculty who have T32 grants (approximately 40 or so), our team would be very willing to offer workshops over the summer for all UW faculty to attend as a way to help address this issue.

For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already in use at UW-Madison, how would you propose expanding or altering this program for greater impact?

The workshops have been piloted at a few campuses and conferences. The workshop itself is geared towards STEMM faculty, but we see value in including faculty from all fields.

What resources would be needed to implement your suggestion?

We would need space to hold the workshop, potential access to wireless/Internet, and light refreshments (it's long!).

If this proposal was developed in partnership with any other organizations, please list them below.

Many UW-Madison faculty and staff have contributed to this game and workshop, and represent most colleges (e.g., SMPH, CALS, L&S, SoEd). In particular, we represent the LEAD Center at WCER, the Center for Women's Health Research (CWHR), the Women in Science and Engineering Leadership Institute (WISELI), and Games Learning + Society (GLS).

Please use this space for any additional information about your proposal that you wish to share:

Please see our new website here for an overview:
www.fairplaygame.org
Feel free to download and play the game.