

## Unconscious Bias – Quiz Answers

### Beauty Bias

1. What percentage of workers have experienced some sort of appearance based discrimination?

- a) 6%-8%      b) 9%-11%      **c) 12%-14%**

(USA 2015)

### Battle of the Sexes

2. Researchers sent 127 fake job applications, 63 professors received the application from the 'ghost' applicant John and 64 professors received applications from the 'ghost' Jennifer. All applications were identical. On average what was the difference in offers for John and Jennifer?

- a) £1,500      b) £2,000      **c) £2,500**

(Princeton researchers 20015)

### Higher or Lower

3. Less than 15% of American men are over six foot tall, what percentage of corporate Chief Executives are over six foot tall?

- a) 20%      b) 40      **c) 60%**

4. Less than 4% of American men are over six foot, two inches tall, what percentage of corporate Chief Executives are over six foot two inches tall?

- a) 16%      b) 26%      **c) 36%**

(Princeton researchers, 2015)

### Race to the top

Women make up 51% of the UK population, BME (Black and Minority Ethnic) groups make up 14%.

5. What is the overall proportion of Women who are directors in the FTSE 100?

- a) 23.5%**      b) 30.5%      c) 48.9%

6. What is the overall proportion of BME people who are directors in the FTSE 100?

- a) 5.3%      **b) 8.2%**      c) 14.9%

(ONS 2017)

Women make up 51% of the UK population, BME (Black and Minority Ethnic) groups make up 14%.

7. What percentage of Members of Parliament are women?

- a) 34%**      b) 23%      c) 48%

8. What percentage of Members of Parliament are BME?

- a) 5%      **b) 10%**      c) 14%

9. What percentage of Members of Parliament have self-identified as Disabled?

- a) 0.07%      **b) 0.70% (5 MPs)**      c) 7.07%

### The Age Gap

10. What percentage of workers thought that having a 70 year old boss would be unacceptable?

- a) 5%      b) 10%      **c) 15%**

(UK 2016)

Once you have checked your answers for the quiz reflect on the following questions:

- What surprised you in the answers?
- What challenged you?
- What did you notice?