

MuCol Management Committee Meeting
June 27, 2023, E.J. Bahng, MuCol Gender Advisor

Context: On June 22, 2023, during our annual IMCC meeting, I talked on “50 Ways to Avoid Bias” and introduced six (of 50) real-life situations to the MuCol community along with possible action plans. And the notes below are based on email conversations and feedback from the MuCol members after my session which provided future directions and discussions.

10 lessons-learned from the feedback:

1. Learn to engage in situations in different countries and communities.
2. Be trained to *recognize* biased behavior when it occurs.
3. Learn about the best ways to avoid *conflict build-up*.
4. Develop further bias cards with specific situations, with selected biases, and also learn to measure the *impact* of bias in a situation.
5. Elicit examples based on personal experiences as well as cases related to gender bias for men who care for children.
6. Develop an opportunity to engage in implicit bias recognition training, especially for emerging leaders in a small group (e.g., less than 5 team members) because the psychology differs from that of a large group.
7. Focus on special aspects of the problem depending on roles and on the environment in which one works.
8. Develop concrete ways for inclusive excellence: virtual conference options and virtual networking opportunities.
9. Ways to increase visibility for female scientists in the community, especially those with children.
10. For the MuCol community, always provide the possibility to join online.