

Discovering Unconscious Bias – Links and Resources

Topic	Description	Format
<u>Blindspot</u> by Mahzarin Banaji and Anthony Greenwald	Includes in-depth explanation about how the Implicit Association Test (IAT) came to be, as well as the neurology of blindspots	Book
<u>Biased : Uncovering the hidden prejudice that shapes what we see, think, and do</u> / Jennifer L. Eberhardt, PhD.	NPR interview: https://www.npr.org/2019/03/26/706969408/macarthur-genius-recipient-jennifer-eberhardt-discusses-her-new-book-biased	Book and NPR interview with author
<u>The Person You Mean to Be</u> by Dolly Chugh		Book
<u>Implicit Association Test</u>	Includes a wide variety of tests, including race and gender	Free online test to discover implicit bias in any one of many areas
<u>“Model Minority” Myth</u>	In <i>Teaching Tolerance</i> (online publication)	Magazine article
<u>Women of Color Get Less Support at Work. Here’s How Managers Can Change That</u>	HBR blog	Article
<u>Privileged</u>	Excellent article by Utah Jazz player Kyle Korver on the responsibilities white privilege brings and why it’s time to actively stand down to racism	Appearing in <i>The Player’s Tribune</i> – April, 2019
Unconscious Bias Activities	https://cultureplusconsulting.com/2015/11/03/unconscious-bias-activities/	Article
<u>Everyday Bias</u> by Cook Ross	20-page article that shows where unconscious bias manifests in the workplace, with tips to mitigate	Article
Recognizing Implicit Bias Can Reduce	https://www.nichq.org/insight/recognizing-implicit-bias-can-reduce-inequities-childrens-health	Article

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Inequities in Healthcare	from <i>National Institute for Children’s Healthare Quality</i>	
The Importance of Seeking Out Those Who Are Different From Us	https://hbr.org/2019/09/are-your-work-friendships-only-with-people-who-look-like-you	Article
Why Chief Diversity Officers Cannot “Fix” Racist Cultures	https://catapult.co/stories/women-of-color-chief-diversity-officers-cannot-fix-racist-company-culture-nadia-owusu?fbclid=IwAR0G288nktO2qr4CJV42zQsDhISHcPSJG7eoeZ6jq6_KkUEgKQFk--1Xq0	Article
Implicit Bias and the Law	https://courses2.cit.cornell.edu/sociallaw/student_projects/Definingbias.html	Article
Disability and Leadership – Engendering Visibility, Acceptance and Support	https://www.heidrick.com/Knowledge-Center/Publication/Disability and leadership Engendering visibility acceptance and support?fbclid=IwAR2TiBTOPXM0_wuM8t9anqzTI_jCifoJFnJgYyiNwZ-mF9dQgHe8uya6Lig Heidrick and Struggles	White paper
Cultivating Curiosity	http://gelinasjames.com/curious2/	Blog
A Field Experiment in Labor Market Discrimination	https://cos.gatech.edu/facultyres/Diversity_Studies/Bertrand_LakishaJamal.pdf By Bertrand and Mullainathan, <i>American Economic Review</i>	White paper
Implicit Association Test – limitations and caveats	https://qz.com/1144504/the-world-is-relying-on-a-flawed-psychological-test-to-fight-racism/ <i>Quartz</i> , an online publication	Article
Female scientists are up against a lot of unconscious bias. Here’s how to fight it.	https://www.vox.com/future-perfect/2019/8/28/20833505/women-science-unconscious-gender-implicit-bias-study	Article
A New Way to Combat Bias at Work	https://hbr.org/ideacast/2020/01/a-new-way-to-combat-bias-at-work?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_activesubs&utm_content=signinnudge&referral=00563&deliveryName=DM64168	Harvard Business Review Ideacast – transcript and audio interview
Everybody’s Got an Attitude, Based on	http://factmyth.com/understanding-explicit-bias-and-implicit-bias/	Video

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Experience: Implicit Bias, Explicit Bias, and Attitudes		
Bias and Perception	https://www.npr.org/programs/tes-radio-hour/694278104/bias-and-perception?showDate=2019-02-15	Ted Talk radio hour – Feb. 2019
Various	MTV Decoded - http://www.mtv.com/shows/decoded In this weekly series on MTV News, the fearless Franchesca Ramsey tackles race, pop culture and other uncomfortable topics through thought-provoking sketch comedy and vlogging.	Host Franchesca Ramsey
“Blue Eyes, Brown Eyes” – seminal 3 rd grade classroom study on the effects of marginalization	https://www.pbs.org/wgbh/frontline/film/class-divided/	Video
The Effect of Implicit Bias on Healthcare	http://www.ihl.org/education/IHIOpenSchool/resources/Pages/AudioandVideo/Anurag-Gupta-How-Does-Implicit-Bias-Affect-Health-Care.aspx	Audio and video
<i>Unconscious Bias is Running for President</i> by Rebecca Solnit	How the media shows bias when it comes to who’s running for president	Article