

# Suggestions for addressing implicit bias

## Counterstereotypical exemplars

Contact with and reflection on members of negatively stereotyped groups who don't fit the stereotype can be a powerful force in overcoming implicit bias.

- Look at your walls, and make sure the pictures aren't just white men.
- Think about your conference invitations.

## Noticing contributions

There are many areas where contributions from negatively stereotyped group members get overlooked/underappreciated.

- References: Make sure you're mentioning women's outstanding work, not just friendliness. Check for other biases.
- Check your citations for women and members of underrepresented groups you should be mentioning.

## Anonymising

Think about where anonymising might be effective:

- Marking
- Reviewing CVs

But also: *consider* not anonymising in order to practice affirmative action.

## Be Aware of Biased Information

- References likely to have gendered content (men are "brilliant" and "original", women are "friendly" and "hard-working"), also national differences (e.g. US reference inflation).
- Biases affect citation counts.
- Biases affect student evaluations of teaching.

## Decision-making (e.g. promotion, hiring)

- Try to avoid relying on "gut feeling" and gestalt judgment.
- Insist on justifying decisions.
- Think about processes, and be sure you are giving appropriate weight to each element, taking into account potential for bias.
- Also, try to be well-fed and rested.

## Don't Neglect Other Factors

- Explicit bias, Harassment
- Structural barriers, e.g. invisible labour
- Precarity
- Caregiving (esp in pandemic)

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