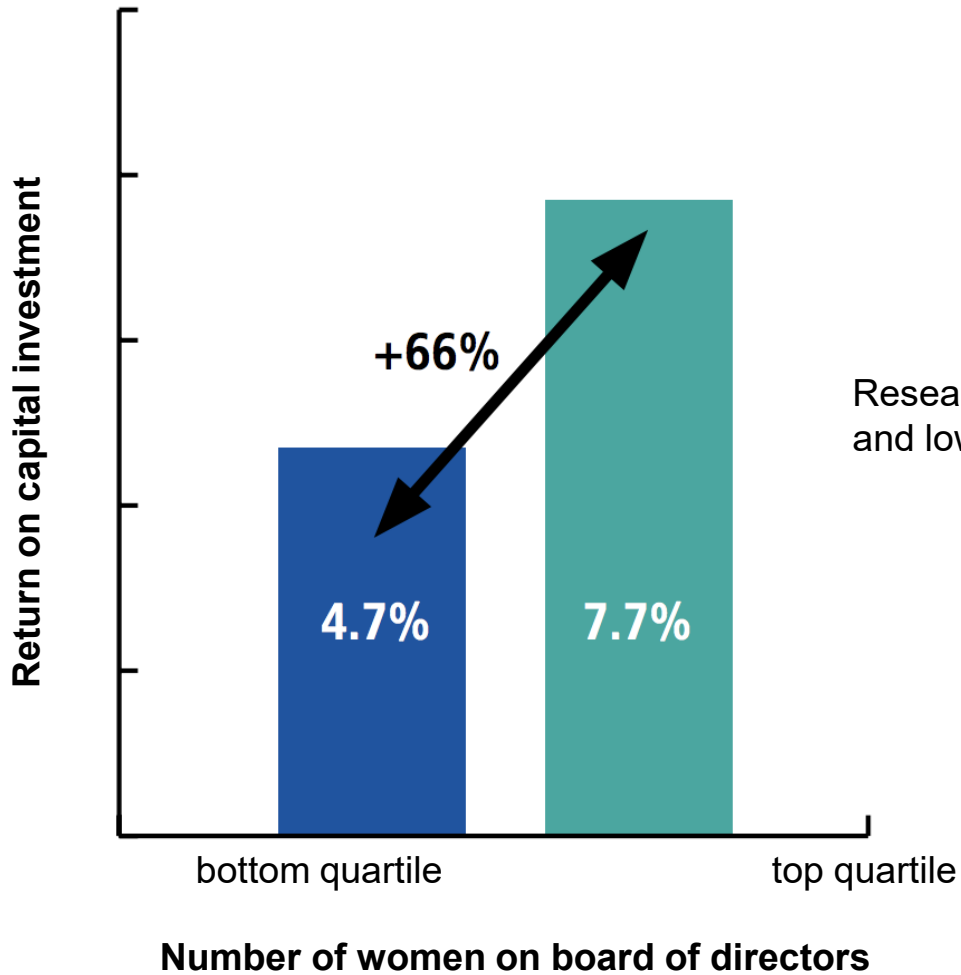


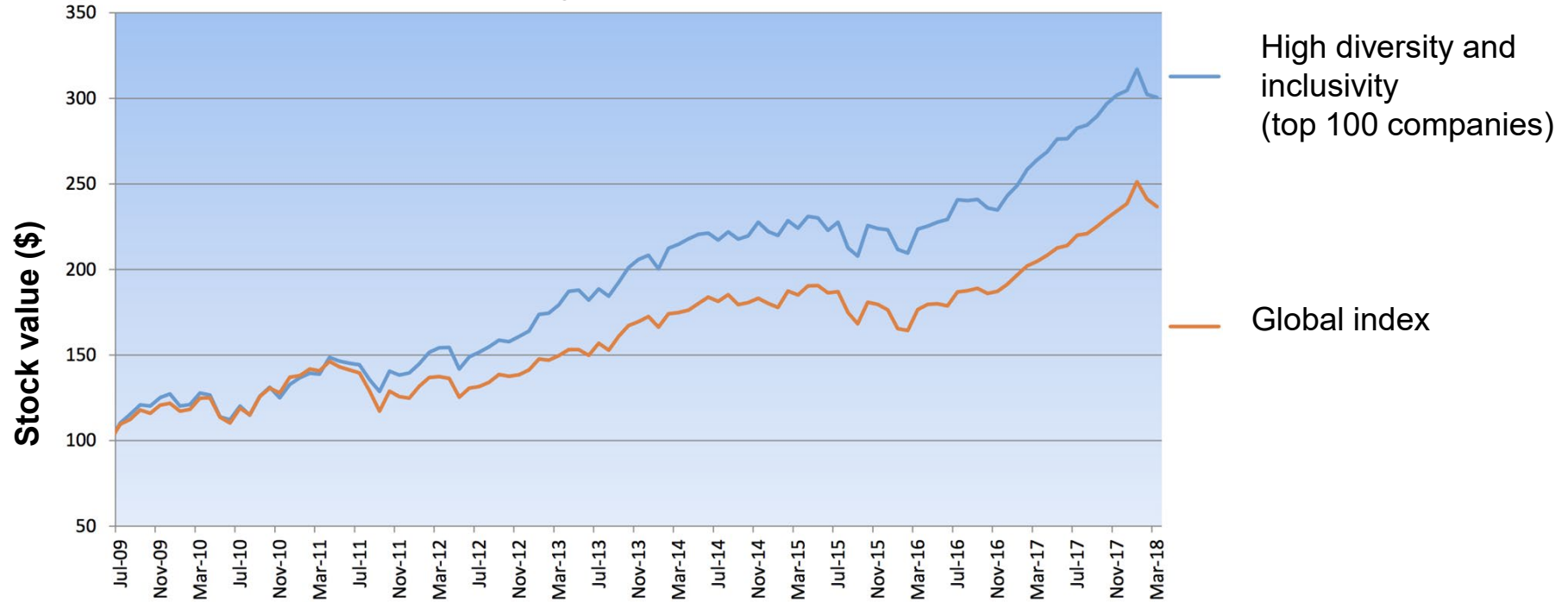
# Implicit Bias



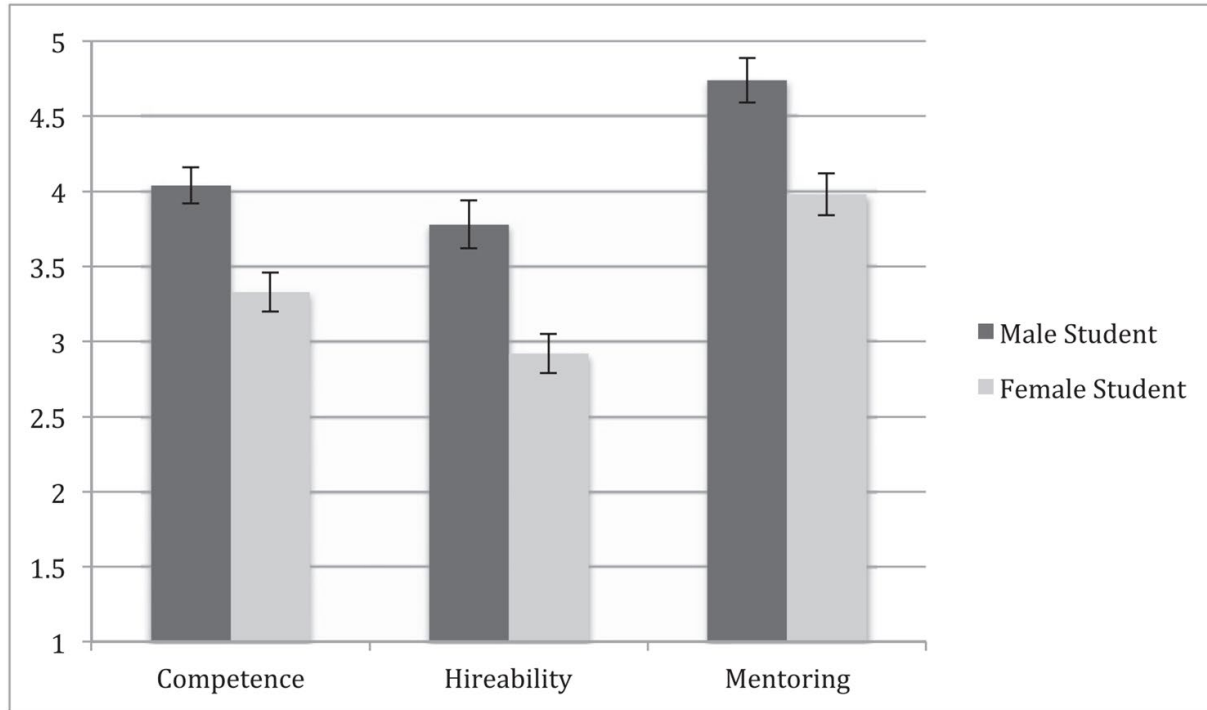


Researchers compared finances of companies with high and low numbers of women on their board of directors.

Thomson Reuters identified companies with the highest diversity and inclusivity and compared valuations to global market averages.



Researchers created identical resumes but randomly assigned male or female sounding names. They asked university faculty to rate the resumes for a lab manager position.



Randomly assigned name



Contributions for team members reported separately and used to determine performance of each member

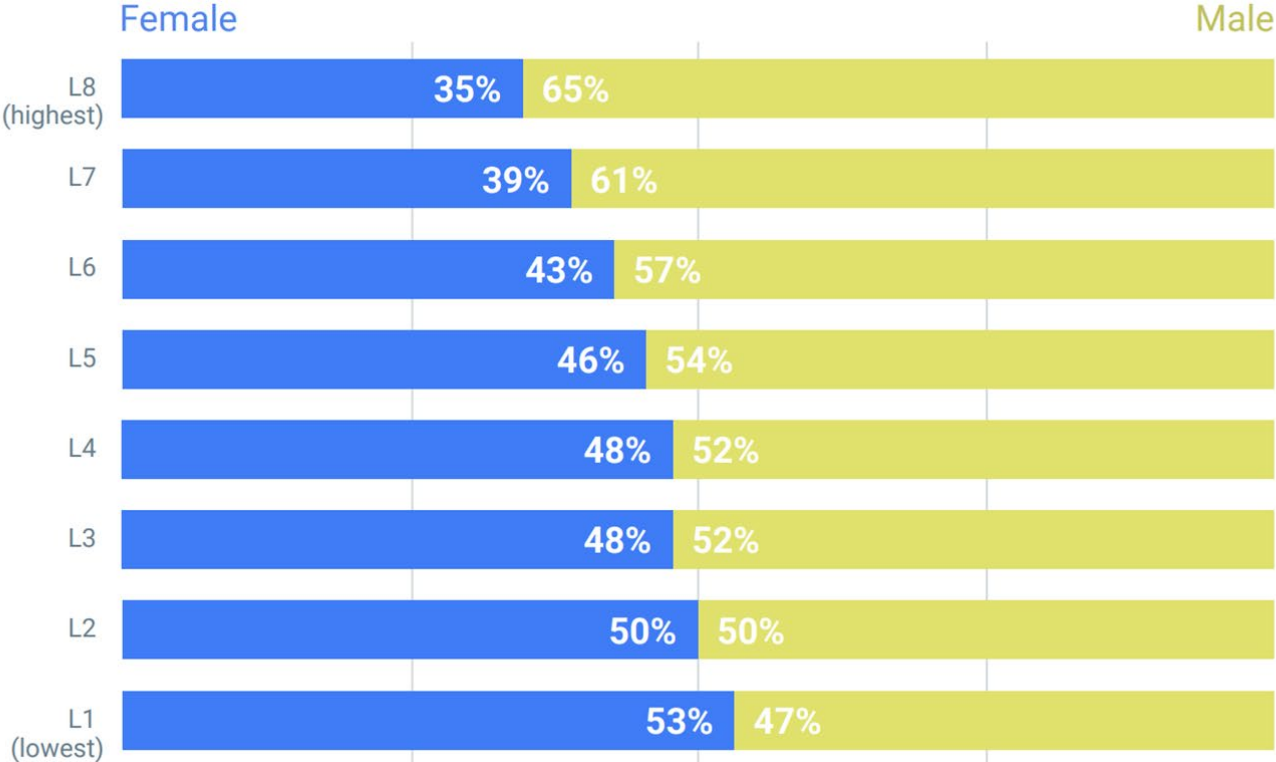


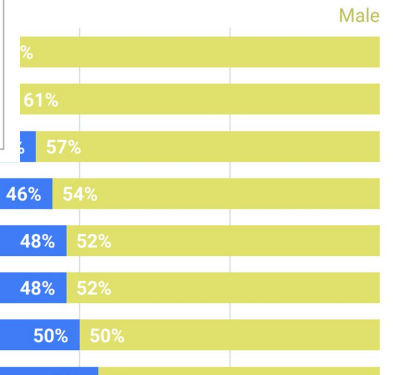
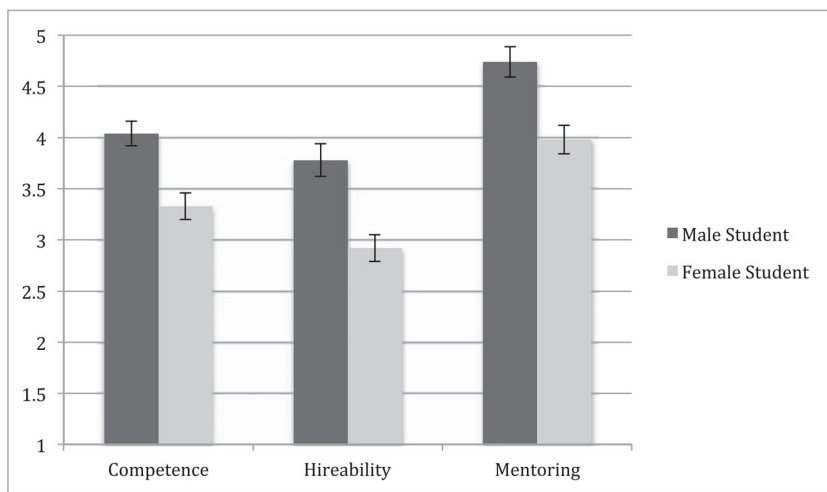
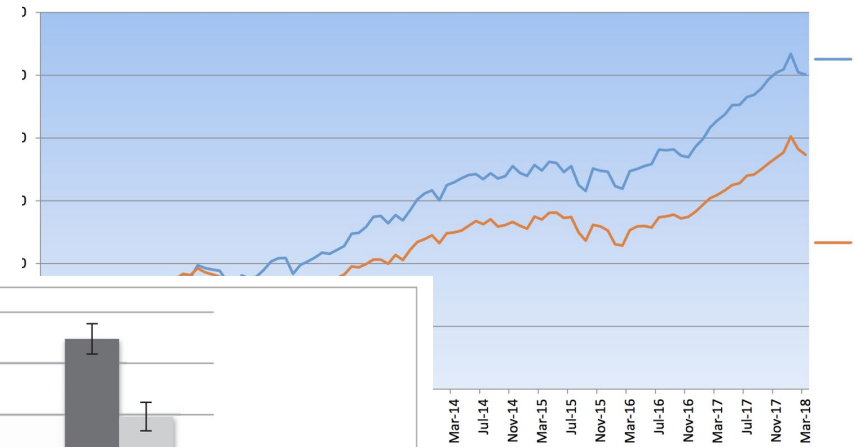
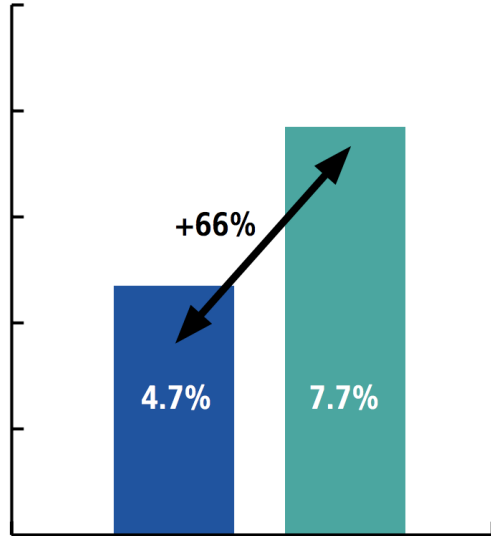
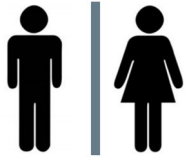
Outcome of project examined as a whole and performance assigned to members based on predictions of reviewer



External performance review (degree of influence on success of project)

# Simulation of 1% bias against promotion of women to upper management positions (from L1 to L8)







“Until you make the  
unconscious conscious, it will  
direct your life and you will  
call it fate.”

- C.G. Jung





# Unconscious/implicit bias

**Unconscious biases** are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.



# Discussion Questions

What is the difference between implicit and explicit bias?

Who can have implicit bias? Individuals? Institutions? Science?



**“Until you make the unconscious conscious, it will direct your life and you will call it fate.”**

**- C.G. Jung**

**<https://implicit.harvard.edu/implicit/>**



# Additional Resources on Implicit Bias

<http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>

<https://outsmartinghumanminds.org/>

<https://diversity.ucsf.edu/resources/unconsciousbias>

<https://thecollaborative.colostate.edu/>

<http://implicitbias.net/implicitbias>

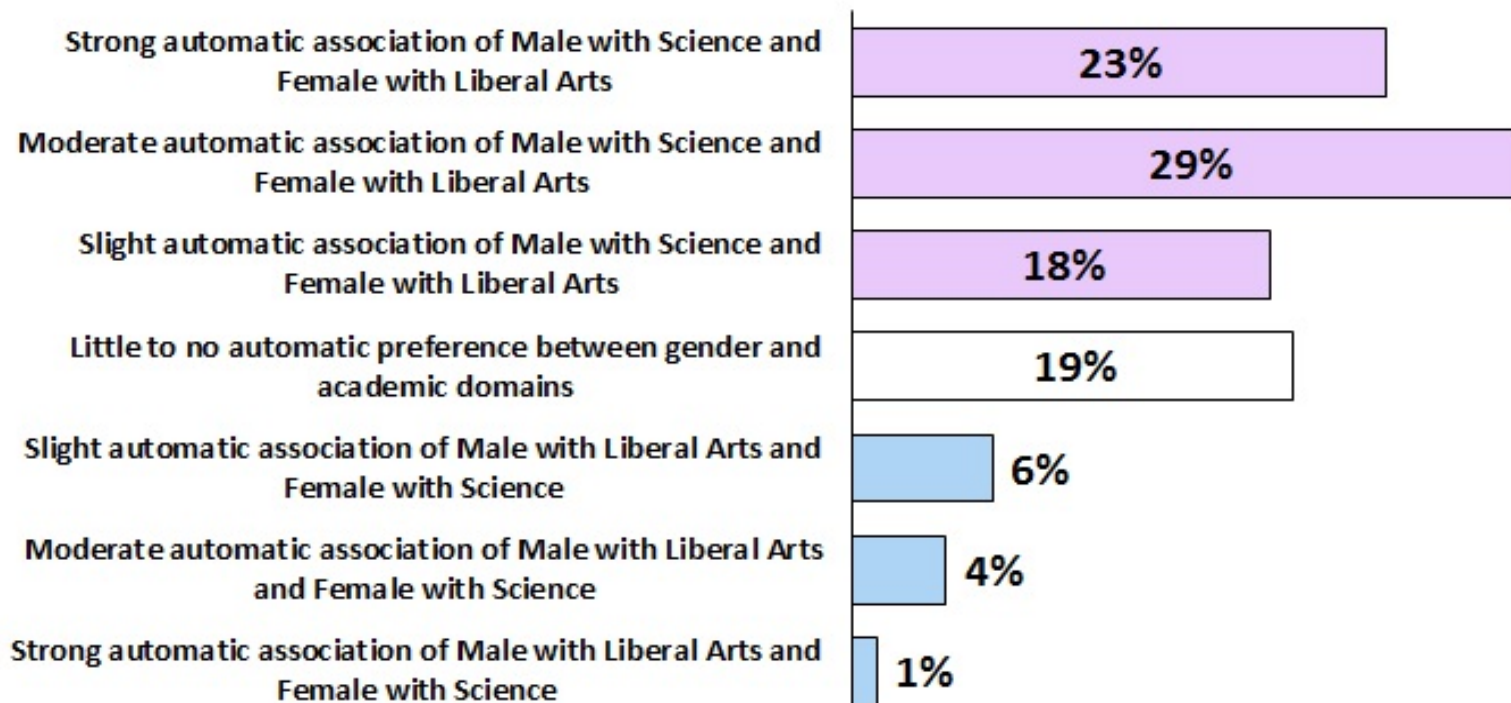
# Implicit Bias Week 2





1. Where could unconscious bias have an impact?
2. How can policies and processes reduce biases impacting your decisions?
3. How can individuals involved in making decisions manage their biases throughout the process?

### Percent of web respondents with each score



This distribution summarizes 628,295 IAT scores for the Gender-Science task completed between January 2003 and December 2015.



# Individual and Institutional Bias





# Set a diversity goal

- Specific
- Challenging
- Attainable
- Personal