

Steps to address unconscious bias: <https://www.aperianglobal.com/3-steps-address-unconscious-bias/>

1. Understand that unconscious bias is normal
2. Identify your biases and their potential impact in the workplace
3. Broaden your viewpoint and educate others

Take home messages/results from studies looking at the impact of interventions to offset unconscious bias.

Taken from “Benefits and Challenges of Diversity” E. Fine and J. Handelsman, WISELI UW-Madison.

Study 1:

Subjects will express less prejudice against African Americans if they are instructed to avoid prejudice (*Lowery and Harkin, 2001*)

Study 2:

Images of great black figures positively affected ratings of black applicants. (*Blair et al., 2001; Dasgupta & Greenwald, 2001*)

Study 3:

Evaluators who were busy, distracted by other tasks, and under time pressure gave women lower ratings than men for the same written evaluation of job performance (blind, randomized trials). Sex bias decreased when they took their time and focused attention on their judgments, which rarely occurs in actual work settings (*Martell 1991*).

Study 4:

Evaluators use criteria to justify decision to hire white male candidate after the fact. If criteria constructed first, there was less discrimination (*Uhlmann and Cohen, 2005*).