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## Websites to help mitigate Implicit Bias

### Take the Implicit Bias Test:

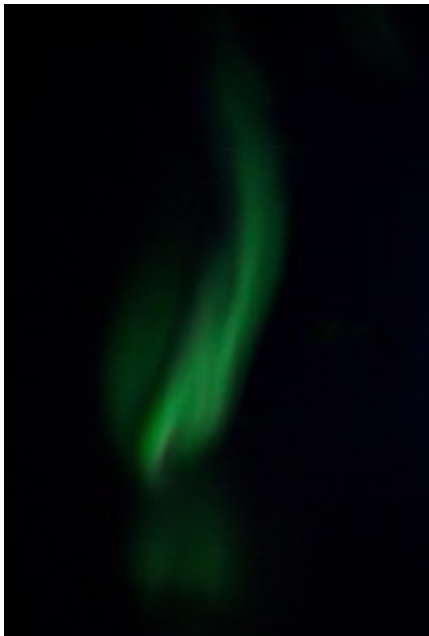
<https://implicit.harvard.edu/implicit/>

### Offer and Take Bystander Intervention Training!

- <http://stepupprogram.org>

### Utilize Gender Bias calculators when writing advertisements and letter of rec.

- <http://www.tomforth.co.uk/genderbias/>
- <http://textio.com>



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## Discussions to help mitigate Implicit Bias

### Work to Create Policies that can mitigate Implicit Bias

(Bauer & Baltes, 2002, Sex Roles 9/10, 465)

- Decrease time pressure & distractions in evaluation process
- Rate on explicit criteria that were determined ahead of time.
- Point to specific evidence supporting judgments.

### Discuss how Implicit Bias affects your daily work efforts

- Resumes, Job credentials, Fellowships, Hiring, Awards,
- Promotions, Proposal Reviews

### Discuss improving hiring & selection processes, including dual anonymous reviews:

- <https://outerspace.stsci.edu/display/APRWG/Recommendations+of+the+Working+Group+on+Anonymizing+Proposal+Reviews>

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## Strategies to Help Mitigate Implicit Bias

**What you can do to make our field a better and more welcoming place for all.**



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## Tips to do better:

A few action items and things to keep in mind to help our whole field do better.

- Aim for minorities to make up at least 30% across all levels of an organization.
- Diversify your network
- Make sure you're aware of unconscious bias in reviewing
- Anonymize reviews whenever possible (see HST Cycle 26)
- Amplify minority voices in the room in discussion
- Foster and draw on mentorship roles & responsibilities
- Collect demographic information & use it to build policies
- Avoid making sexual remarks when in the work environment



## More tips to do better:

A few action items and things to keep in mind to help our whole field do better.

- Make sure your department/ institution seminars, committees, panels, etc. have a good diversity balance (race, gender, etc.)
- Don't reinforce stereotypes
- Learn about benevolent sexism, mansplaining, & tone arguments & avoid these behaviors

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## Even more tips to do better:

A few action items and things to keep in mind to help our whole field do better.



- Adopt teaching tools & practices that promote diversity
- Know when to listen
- Don't belittle or dismiss someone
- Avoid victim blaming
- **Don't expect a cookie when you do all of these things**