

# ADVANCE

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## Search Committees: Minimizing the Role of Unconscious Bias

### What is unconscious bias?

- Social stereotypes about certain groups of people that individuals form outside of their own consciousness<sup>1</sup>
- Everyone has it - stems from our tendency to organize our social worlds by categorizing
- Pervasively influences hiring, evaluation, selection of candidates and even daily interactions in favor of men, whites, youth, and physically able<sup>2</sup>

### What can you do?

- Deepen the pool
  - Women and minorities are judged most fairly when they make up at least 30% of the candidate pool<sup>3</sup>
- Take steps to reduce/eliminate bias
  - Allow sufficient time for evaluating and hiring<sup>4</sup>
  - Use structured criteria and decision processes<sup>5</sup>
  - Know the relevant research<sup>6</sup>
- Become aware of your own biases and take the Implicit Association Test at <https://implicit.harvard.edu/implicit/>
- See the AAMC's E-Learning Seminar on unconscious bias in the search & recruitment process at: <http://www.aamc.org/opi/leadership/training.htm>
- Check out the Gender Bias Learning Project and play Gender Bias Bingo at: <http://www.genderbiasbingo.com/games.html>
- See the evaluation, hiring, and unconscious bias sections of our website at <http://advance.arizona.edu/resources.cfm> for more tips and resources

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<sup>1</sup> Fiske & Taylor, 1991; Valian, 1998; 1999

<sup>2</sup> Bauer & Baltes, 2002; Butler & Geis, 1990; Correl et al, 2007; Heilman et al, 2004; Hummert et al, 1994; Ito & Urland, 2003; King et al, 2006; Kite & Johnson, 1988; Martell, 1991; Norton et al, 2004; Porter & Geis, 1983, Slackett et al, 1991; *and more!*

<sup>3</sup> Heilman, 1980; Sackett et al, 1991; Valian, 1998

<sup>4</sup> Martell, 1991; Blair & Banaji, 1996

<sup>5</sup> Martell & Guzzo, 1991

<sup>6</sup> Moskowitz et al, 1999