Pre-Readings for Decanal Workshops on Barrier-Free Hiring

These optional pre-readings include learning modules, peer-reviewed research, interactive templates and news articles and reports about hiring, bias and related topics. There is a wide range of topics included, recognizing that different aspects of the topic will be of interest to different members of the committee.

Please keep this accessible throughout the search for reference.

**Key overview items:**

If you have limited time, these offer the most relevant information for the workshop:

- Canadian Association of University Teachers (CAUT) report on diversity and equity among post-secondary teachers, April 2018:  
- Online learning module on unconscious bias through the Canadian Institutes of Health Research:  
  [http://www.cihr-irsc.gc.ca/lms/e/bias/](http://www.cihr-irsc.gc.ca/lms/e/bias/) (est. 30-60 minutes to complete)
- Research on gender bias, sexual harassment and creating diversity: [New research report](#)

**UVic's commitments to equity, diversity and inclusion**

- View the video “UVic's Path to Equity in Employment”

**Bias—how it functions, and other aspects**

- Online learning module on unconscious bias through the Canadian Institutes of Health Research:  
  [http://www.cihr-irsc.gc.ca/lms/e/bias/](http://www.cihr-irsc.gc.ca/lms/e/bias/) (est. 30-60 minutes to complete)

**Creating diverse work environments: challenges, benefits and strategies**

- These labs are remarkably diverse — here’s why they’re winning at science. Nature, June 6, 2018.  
  [https://www.nature.com/articles/d41586-018-05316-5](https://www.nature.com/articles/d41586-018-05316-5)
  [https://doi.org/10.3102/002831217716767](https://doi.org/10.3102/002831217716767)
- Research on gender bias, sexual harassment and creating diversity: [New research report](#)
  [http://web.a.ebscohost.com/ehost/detail/detail?vid=0&sid=432a3816-4d946-4470-97db-873ca874782%40sdc-v-sessmgr02&bdata=JnNpdGU9UG9ZWhvc3QtbGllbnRpbmc&aid=4682868&sid=432a3816-4d946-4470-97db-873ca874782%40sdc-v-sessmgr02&hid=0](http://web.a.ebscohost.com/ehost/detail/detail?vid=0&sid=432a3816-4d946-4470-97db-873ca874782%40sdc-v-sessmgr02&bdata=JnNpdGU9UG9ZWhvc3QtbGllbnRpbmc&aid=4682868&sid=432a3816-4d946-4470-97db-873ca874782%40sdc-v-sessmgr02&hid=0)
  [http://www.pnas.org/content/111/28/10107](http://www.pnas.org/content/111/28/10107)
• Collection of studies on gender bias: https://www.hastac.org/blogs/superadmin/2015/01/26/gender-bias-academe-annotated-bibliography-important-recent-studies

Assessing research and bias in peer review

Research on biases in letters of reference
• Tips: Avoiding gender bias in in reference writing
• CRC tips on avoiding bias in writing letters of reference

Research on biases in student evaluations
• Gendered Language in Teacher Reviews: Interactive chart