Research on Bias—PDF for Hiring Resources webpage

This document contains information about research on bias and the experiences of marginalized groups in employment. The materials include research studies; guidelines from external bodies; interactive materials; narratives showing good practices; and news reports on research and initiatives.

Topics covered include the current status and experiences of university faculty; what unconscious bias is; bias in various stages of search processes and the academic experience; discrimination and harassment experiences of women in science; and positive approaches to building inclusive environments and solutions to bias.

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Current status and experiences of university faculty


To Prevent Sexual Harassment, Academic Institutions Should Go Beyond Legal Compliance to Promote a Change in Culture; Current Approaches Have Not Led to Decline in Harassment. National Academies of Sciences, Engineering, Medicine, June 12, 2018

Harassment Unchecked. Inside Higher Ed, June 13, 2018

Half of women in science experience harassment, a sweeping new report finds. Washington Post, June 12, 2018

Sexual harassment of US women in science is widespread and is worst in medicine, report says. BMJ, June 13, 2018

Sexual harassment threatens to undo gains in recruiting women scientists, report says. CBC News, June 12, 2018

What unconscious bias is and how it functions


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


Name Bias: reduced call-backs for non-White names, even if institutional commitment to equity


Unconscious biases influence how we define merit for a job, and thus who we prefer to hire


Bias in the pipeline: More opportunities and responsiveness to male students


Gender bias: women’s accomplishments undervalued, underrated


Biases in letters of reference

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

Bias in peer review, grant funding and assessing research

• Gender practices in the construction of academic excellence: Sheep with five legs. Marieke van den Brink, Yvonne Benschop, First Published July 29, 2011. https://doi.org/10.1177/1350508411414293
Bias in student evaluations: against women and members of visible minorities

- Gendered Language in Teacher Reviews: Interactive chart
  https://www.scienceopen.com/document?vid=818d8ec0-5908-47d8-86b4-5dc38f04b23e;
  https://doaj.org/article/f74e8e3f674646a9befb4961ee7b53b0

Negative impacts of advocating for diversity, particularly for women and non-white persons

  https://doi.org/10.5465/amj.2014.0538

Creating diverse work environments: challenges, benefits and strategies

- Research on gender bias, sexual harassment and creating diversity: New research report
  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

Solutions to bias

- Özlem Sensoy and Robin DiAngelo (2017) “We Are All for Diversity, but . . .“: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change. Harvard
These labs are remarkably diverse — here’s why they’re winning at science. Kendall Powell, *Nature*, June 6 2018. [https://www.nature.com/articles/d41586-018-05316-5](https://www.nature.com/articles/d41586-018-05316-5)

