

# Unconscious/Implicit Bias

Resources in support of the BELONG Network CIC & ACUE Webinar Series, *It Takes a Village*, Part 1: What the Campus Community Can Do to Mitigate the Impact of Biases and Increase Belonging

Provided with permission by Dr. Marlo Goldstein-Hode\*

## Unconscious/Implicit Bias

**Understanding & Overriding Unconscious Bias** – This [four-part series](#) of articles published on LinkedIn was written by Dr. Marlo Goldstein Hode, ODEI's Senior Manager of Strategic Diversity Initiatives. The articles summarize her [3-part training series](#) in an easy to read format.

**Kirwan Institute:** The [Implicit Bias Module Series](#) will introduce you to insights about how our minds operate and help you understand the origins of implicit associations. You will also uncover some of your own biases and learn strategies for addressing them. Each module is divided into a short series of lessons, many taking less than 10 minutes to complete. That way, even if you're pressed for time, you can complete the lessons and modules at your convenience.

**UCLA Equity, Diversity, and Inclusion:** Heard the term "implicit bias" but not totally sure what it means? Interested in reading the seminal studies? Just like TedTalks? Animated videos? Check out the [Implicit Bias Video Series](#)

**Research: How Speech Patterns Lead to Hiring Bias** – "Research indicates that organizations are not meritocratic. Senior executives of large firms weight ambiguous factors like "culture fit" as equally important as critical job skills when making promotion decisions. Criteria beyond the scope of knowledge, abilities, and performance are used in hiring decisions across firms, industries, and management teams. And, as a wealth of studies show, the result is better career outcomes for those already at the top of society's social ladder." [Click here](#) to read. (article)

**The Neuroscience of Racial Bias** – "A 2000 study, led by Liz Phelps, a cognitive neuroscientist at New York University, suggests that the amygdala, a brain region involved in fear-processing and the fast, automatic thinking system, drives racial bias." [Click here](#) to read. (blog)

**Kirwan Institute for the Study of Race and Ethnicity – State of Science: Implicit Bias Review** – [Click here](#) to access documents. (pdf)

**Test your bias!** – Take the implicit association test (IAT) and contribute to important research: [Click here](#) to register for resources. (website)

**Millennials Show Us What ‘Old’ Looks Like | Disrupt Aging** – “What age do you consider to be old? We posed that question to millennials in this social experiment and asked them to show us what “old” looks like. Then we introduced them to some real “old” people. Watch what happens when folks let go of their outdated beliefs and embrace the idea that aging is not about decline – it’s about growth. ” [Click here](#) to watch video. (video)

**Addressing unconscious bias** – “Everyone is talking about gender equality, but what does “unconscious bias” look like? Would you know it if you saw it? Would you know it if you had it? ” [Click here](#) to watch video. (Video)

**Always #LikeAGirl** – “Using #LikeAGirl as an insult is a hard knock against any adolescent girl. And since the rest of puberty’s really no picnic either, it’s easy to see what a huge impact it can have on a girl’s self-confidence.” [Click here](#) to watch video. (Video)

**Blind spots** – A collection of [short videos](#) produced by PriceWaterhouseCoopers