Some key characteristics of implicit bias

- Inherent in our make-up as human beings (intuitive vs analytical)
- Often based on stereotypes, exposure, lived experience, and dominant culture
- May not align with our declared or perceived values
- May not be mutually exclusive of our explicit biases
- Impact is often explicit and may show up as discrimination, racism, homophobia, etc.
- Hinders the ability to assess and evaluate equitably
- Impacts our decisions, perceptions, and positionality

Everyone is biased, but self- awareness is the first step in minimizing the negative impact your biases may have on others. Some questions to ask yourself when reviewing applications:

- Does this applicant remind me of myself or someone I know?
- Are there elements of this resume such as format or style that positively or negatively influence my overall impression?
- What elements of this resume am I considering that are not relevant to the job? Are they connected to the pre-determined competencies in the rubric?
- Am I evaluating the skills and experience actually listed on the resume or my interpretations and assumptions of the candidate's skills and experience?
- What ways have I already excluded or endorsed this candidate? Why?

Additional ways to audit and mitigate your bias

Ask yourself and hiring team:

- Why do we see this applicant this way?
- Could our "norms" or assumptions be factors?
- Do we have the information we need to make this conclusion?
- Is this conclusion evidence-based?
- Have we considered all perspectives?
- Look for ways to say yes:
  - Don't overlook or undervalue the unfamiliar or unexpected
  - Compare candidates to criteria
  - More experience doesn't always mean most experienced
  - Recognize the ways institutional bias may influence how you define merit and excellence
  - Consider culture adds, which are the various forms of diversity that add value to your team and department.

Adapted from:

University of Washington: Resources for Hiring a Diverse Faculty

Arizona University: Tips for Recruiting Diverse Faculty