

Unconscious bias refers to the assumptions and conclusions we jump to without thinking.¹

An example might be assuming that an older person walking with a child is their grandparent. These biases do not indicate hostility towards certain groups; they reflect how the individual has been socialized.

Several studies demonstrate the impact unconscious bias can have on the hiring process, particularly for women.

These biases may not be intentional but their impact is severe. The effects of unconscious bias will not be overcome by maintaining our current efforts to recruit and retain more women.²

To reduce unconscious bias in hiring, committees and individuals need to be educated about its existence and effects in academia and industry.

Online tools such as the Harvard Implicit Association Test can help identify an individual's unconscious biases. Sharing research and becoming aware of your organisation's hiring tendencies can also help reduce unconscious discrimination.

To be seen as equally **"competent"** by reviewers, female researchers need to publish:

3 more articles in *Nature or Science* **OR** **20 more** articles in specialist journals

than male applicants when applying for a medical fellowship.⁵

"We would have to see her job talk"

"I would need to see evidence that she had gotten these grants and publications on her own"

Psychology professors reviewing identical CVs were **4x** more likely to write **cautionary comments** for female applicants.⁴

Reference letters for female medical faculty were **shorter**, more **vague**, and placed **less emphasis on research** than those for males.⁶

Percentage of letters that contained the phrase:

"compassionate" or "relates well with patients/staff"	16%	4%
"accomplishment" and "achievement"	13%	3%
"successful"	7%	3%

The average letter length for women was **227** words, compared to **253** words for men.⁶

US science professors were asked to evaluate a CV for a **lab manager**.²

\$30,238.10 (♂) vs **\$26,507.94** (♀)

The male candidate was offered a **higher salary...**

... more mentorship

... and was rated more "competent" and "hireable."

The catch? Other than the names at the top, the CVs were **identical**.²

Women are **50%** more likely to advance in an orchestra audition if they **can't be seen**.³



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References

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2. Moss-Racusin, C. et al. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences of the United States of America*, 109(41), 16474-16479.
3. Goldin, C. & Rouse, C. (2000). Orchestrating impartiality: The impact of "blind" auditions on female musicians. *The American Economic Review*, 90(4), 715-741.
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5. Wennerås, C. & Wold, A. (1997). Nepotism and sexism in peer-review. *Nature*, 387, 341-343.
6. Trix, F. & Psenka, C. (2003). Exploring the color of glass: Letters of recommendation for female and male medical faculty. *Discourse & Society*, 14(2), 191-220.

Recommended Readings

1. Coorice, A. (2009). Unconscious bias in faculty and leadership recruitment: A literature review. *Association of American Medical Colleges Analysis in Brief*, 9(2).
 2. Harvard Implicit Association Test: <https://implicit.harvard.edu/>
 3. Bertrand, M. & Mullainathan, S. (2003). Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. *The American Economic Review*, 94(4), 991-1013.
 4. Fine, E. & Handelsman, J. (2006). *Reviewing applicants: Research on bias and assumptions*. Women in Science & Engineering Leadership Institute (WISELI) University of Wisconsin-Madison. Retrieved from: http://wiseli.engr.wisc.edu/docs/BiasBrochure_3rdEd.pdf
- More resources can be found at: <http://wiseli.engr.wisc.edu/>

About ONWiE

The Ontario Network of Women in Engineering (ONWiE) was formed in 2005 between all the schools and faculties of engineering across Ontario. The objective of this network is to work collaboratively to support current female engineers, students, and encourage the next generation of women to pursue careers in engineering.

Find out more at: <http://www.onwie.ca/>