

Implicit Bias

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Definition

implicit bias is an attitude or stereotype that affects our understanding, actions, and decisions in an unconscious manner.

The operative phrase is “in an unconscious manner.”

Example test: <https://implicit.harvard.edu/implicit/>

Purpose

Start talking about it.

Because the effect is unconscious, we can only make progress by bringing the problem out in the open. Only when people recognize how their own actions generate outcomes they may not desire, can progress be made.

“It’s not the case that we’ve been trying for decades and failing— we’re only just beginning to try, and the literature shows us that small interventions can have large effects.”

Percentage Women

	Physical Sciences Division	Math
Faculty	15%	
Postdocs	25%	
Graduate Students	24%	28%
Majors	28%	22%

In PSD, Chemistry, Geophysical Sciences and Environmental sciences are near 50%

Sources

Exploring the color of glass: letters of recommendation for female and male medical faculty, 2003, F. Trix and C. Psenka, Discourse & Society 14:191

300 Letters of recommendation for medical faculty at large medical school analyzed.

“I think it, therefore it’s true”: Effects of self-perceived objectivity on hiring discrimination, 2007, E. L. Uhlmann, G. L. Cohen, Organizational Behavior and Human Decision Processes 104:207

Statistical test the effect of a sense of personal objectivity on decision making and the implications.

“Implicit Bias, Stereotype Threat and Women in Philosophy,” in Women in Philosophy, What Needs to Change?, Edited by Katrina Hutchison and Fiona Jenkins (2013) Oxford.

Study on academic environment in philosophy departments.

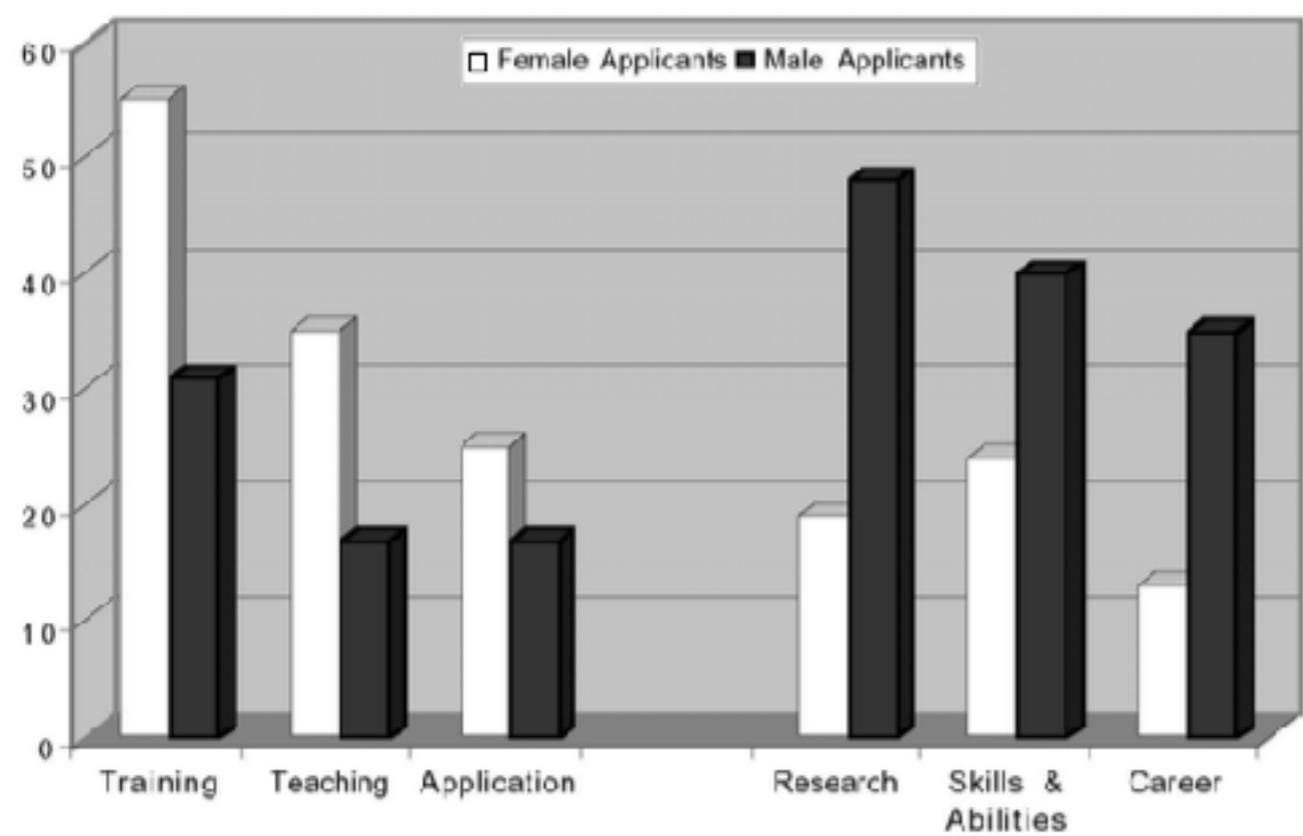
Available at

http://astro.uchicago.edu/~meyer/Astro_Diversity/

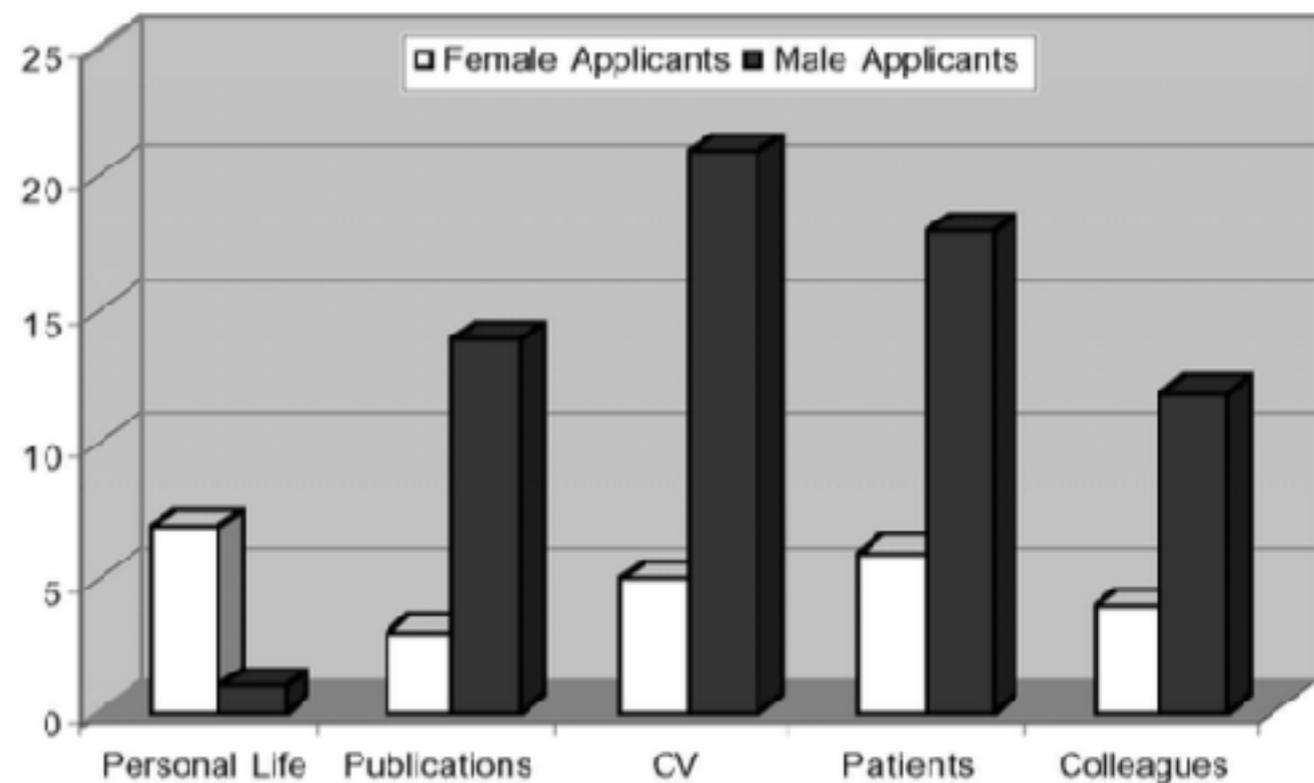
The study

	Female	Male	
Length	227	253	words
Letters of minimal assurance	15%	6%	of total
Naming Practices	No Big difference: Dr. So And So...		
Gender terms	woman, lady, mother, wife 10%	man, gentleman, father 5%	
Paired Adjectives	intelligent young <i>lady</i> with an admirable work ethic	highly intelligent and hard working young <i>man</i>	of total
Modified titles	lady physician		
Titles: "Chief Resident," "Head of Pediatrics" -difference not real	3%	12%	of total
Doubt Raisers	24%	12%	of total
	1.7	1.3	per letter
Negative Language	She has a somewhat challenging personality.	his publications are not numerous as you know,	
Hedges		He appears to be a highly motivated colleague,	
Potentially negative	As an independent worker she requires only a minimum amount of supervision.	Bright, enthusiastic, he responds well to feedback.	
Unexplained	Now that she has chosen to leave the laboratory.		
Faint praise	She worked hard on projects that she accepted.	I have every confidence that Bill will become better than average.	
Irrelevancy	She is quite close to my wife.	He is very active in church.	

	Female	Male	
Repetition			
Status terms:“research”	35%	62%	of total
Possesive Terms			
Most common			
Training	55%	30%	of total
Teaching	34%	17%	of total
Application	25%	16%	of total
Research	18%	47%	of total
Skills & Abilities	22%	39%	of total
Career	11%	34%	of total
Training	35%	62%	of total
Greatist Contrast			
Personal Life	6%	1%	of total
Publications	35%	62%	of total
CV	4%	21%	of total
Patients	6%	17%	of total
Colleagues	3%	12%	of total



Realms following possessives: Most common



Realms following possessives: Greatest Contrast