



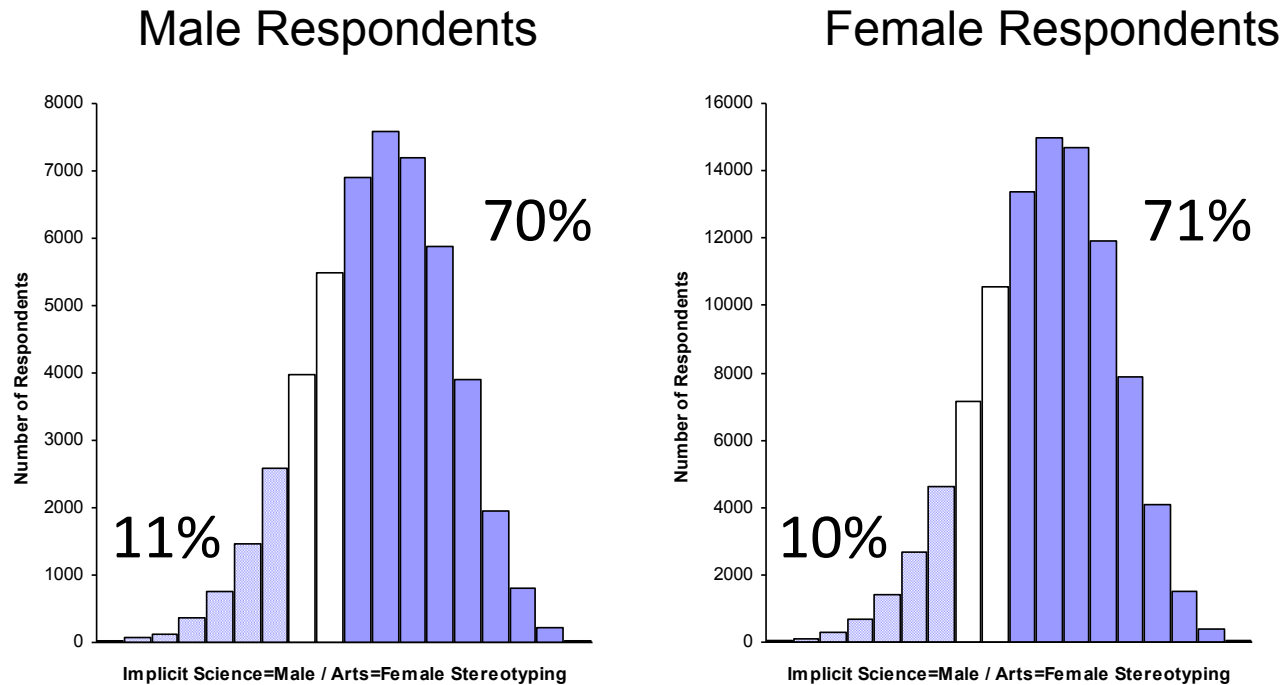
Mind Bugs

The Ordinary Origins of Bias

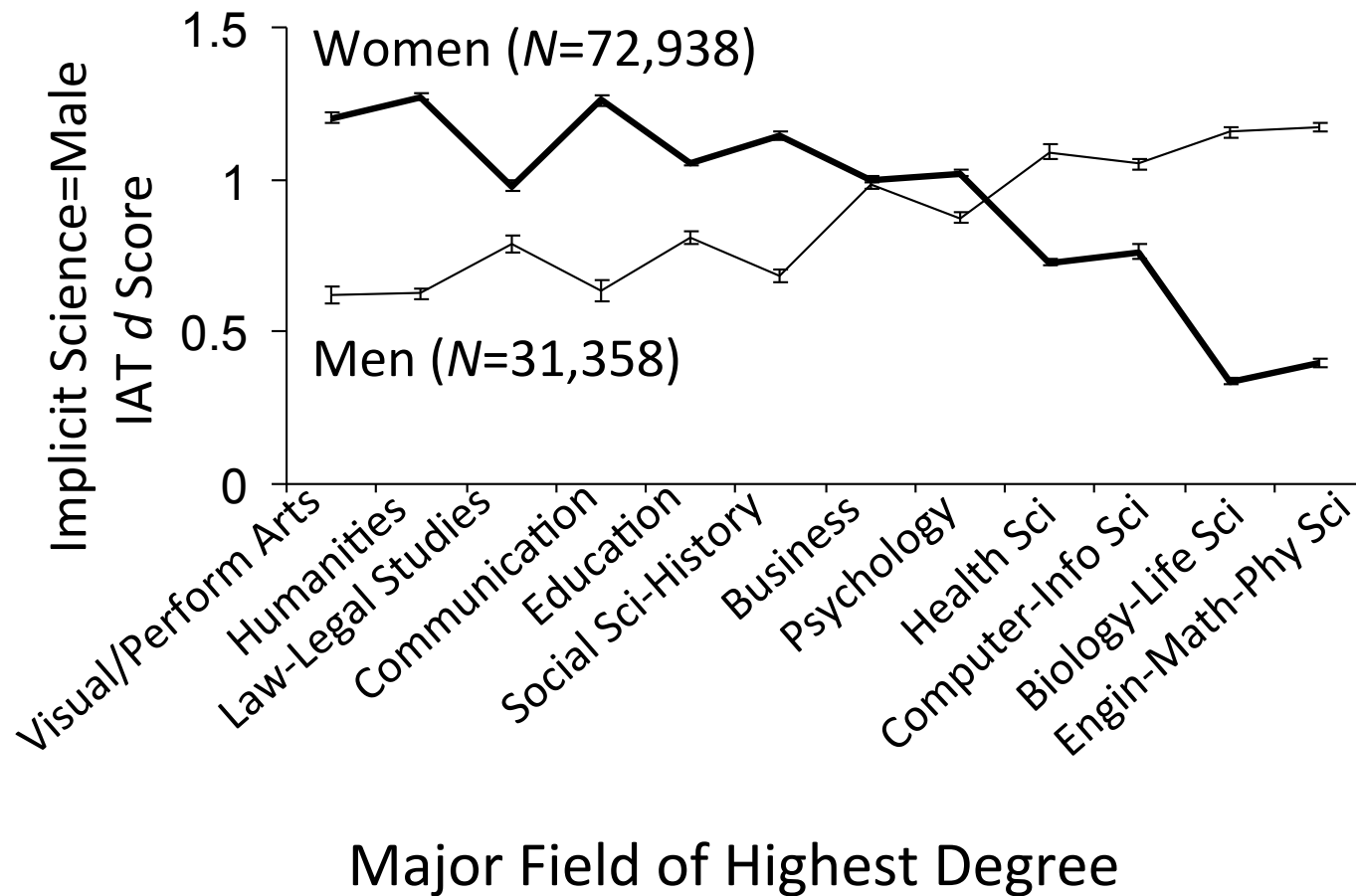
Charlie Ebersole
University of Virginia



Implicit Gender-Science Stereotypes

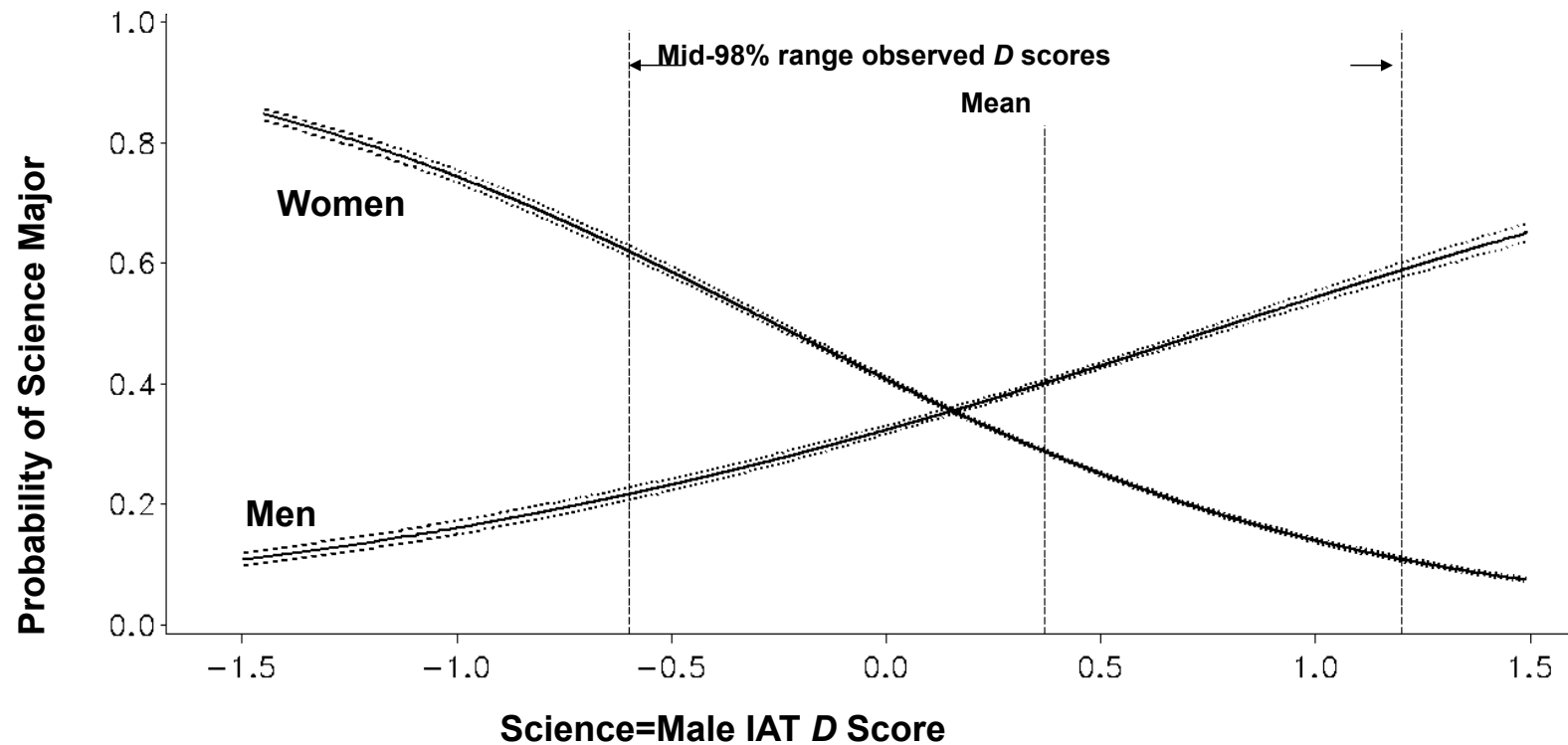


Nosek, Smyth, et al., 2007



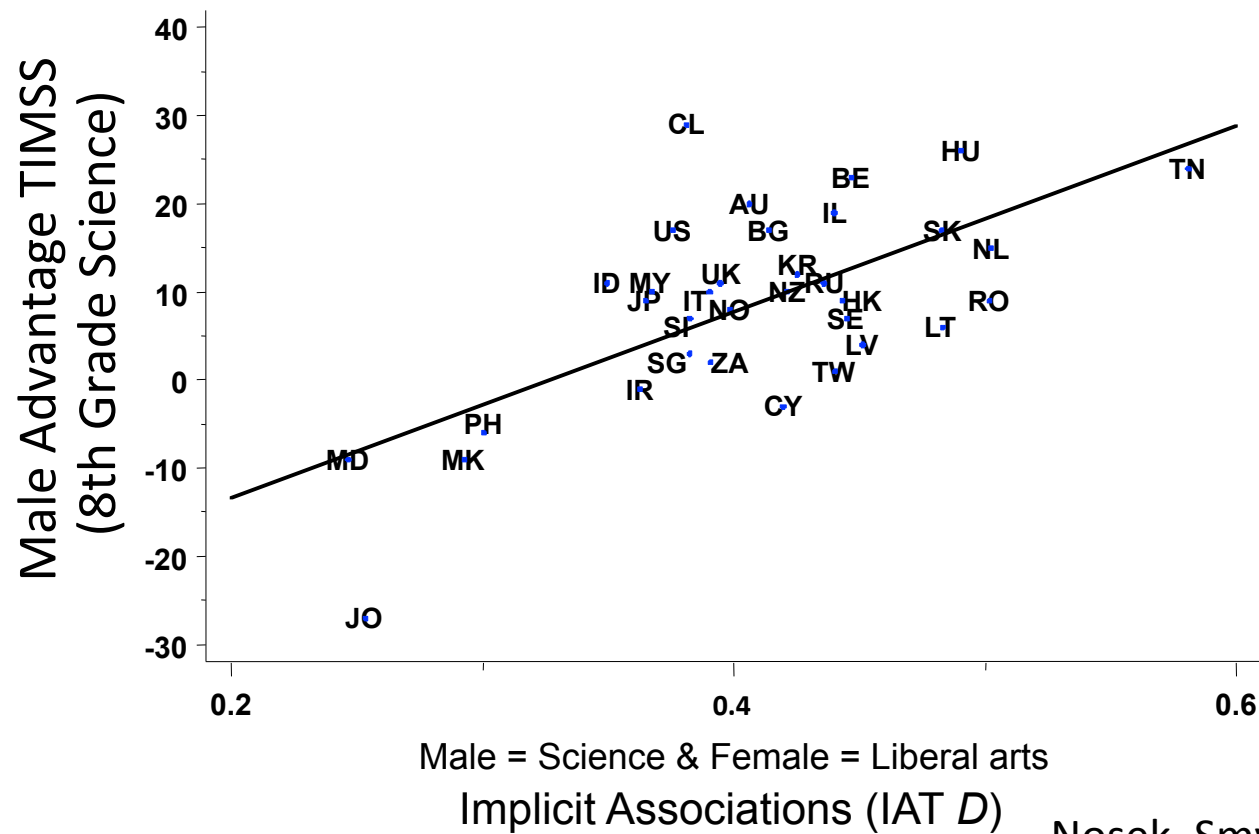
Smyth, Greenwald & Nosek, 2009

Estimated probability of majoring in science as a function of sex and implicit gender-science stereotype



Smyth, Nosek, & Greenwald, 2010

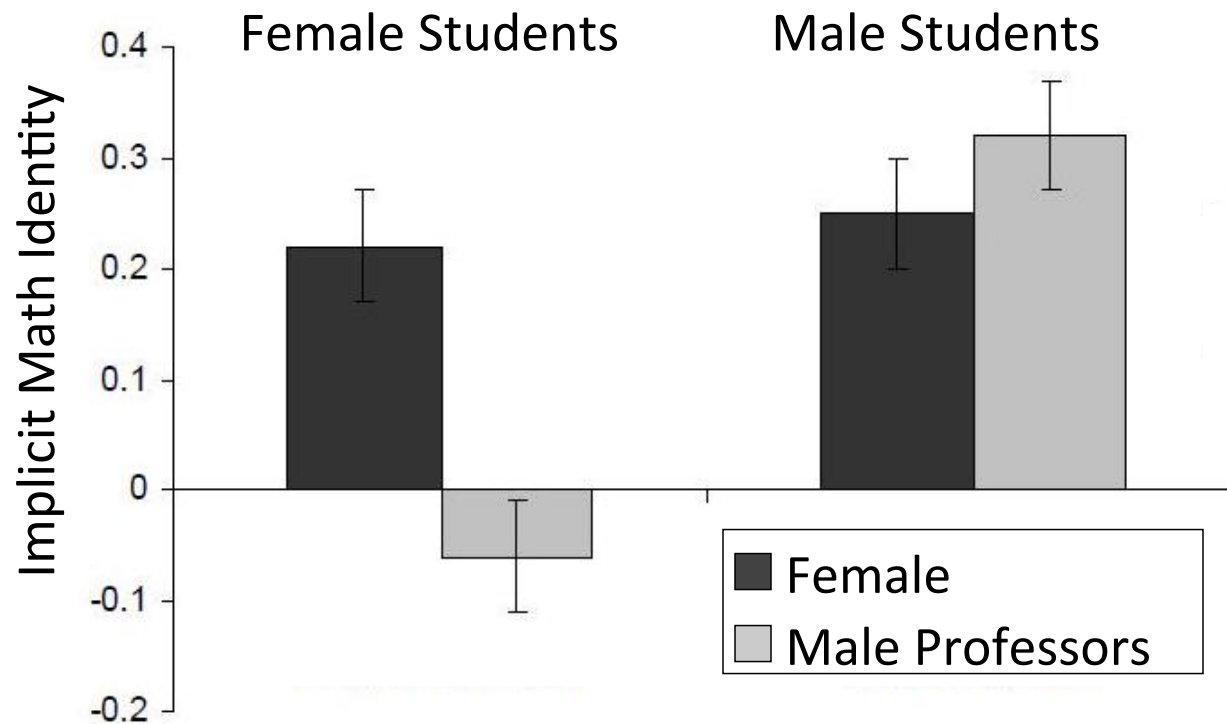
Implicit Bias and Science Scores



When Is Bias Influential?

- When people don't think
 - Making fast decisions
 - Expectations
 - Overconfident
- When people do think, but situation is ambiguous
 - Incomplete information
 - Criteria unclear

Instructor as Role Model



Stout, Dasgupta, Hunsinger, & McManus, 2011

When is Bias Influential? (tentative list)

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Practical Steps for Reducing Bias

- Humility and awareness
- When decisions are important, slow and calm down
- Question your expectations, push and engage students equally
- Look for counterevidence in decisions
 - Encourage disagreement
- Make selection criteria explicit, evaluate in comparison to those criteria
- Remember the people NOT in this room



<http://implicit.harvard.edu/>

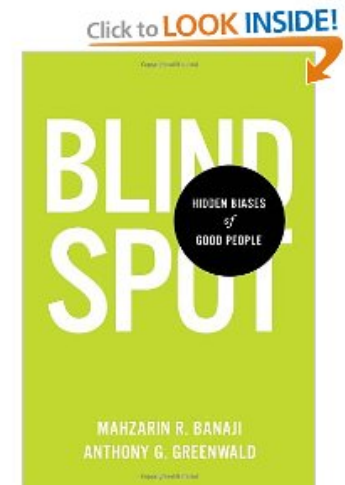
1. Black-White attitudes
2. Young-Old attitudes
3. Gay-Straight attitudes
4. Thin-Fat attitudes
5. Religion attitudes
6. Skin-tone attitudes
7. Disability attitudes
8. Gender-science stereotypes
9. Gender-career stereotypes
10. American = White?
11. Race-Weapons stereotypes
12. Native American stereotypes

+ 33 country specific sites in 21 languages



The screenshot shows the Project Implicit website interface. At the top is the Project Implicit logo, which consists of a blue square with a white stylized figure inside, followed by the text "Project Implicit®". Below the logo, there are three main sections:

- PROJECT IMPLICIT SOCIAL ATTITUDES**: This section includes a login/register form with an "E-mail Address" input field, "LOGIN" and "REGISTER" buttons, and a guest selection area with a dropdown menu showing "United States (English)" and a "GO!" button.
- PROJECT IMPLICIT MENTAL HEALTH**: This section has a brief description and a "GO!" button.
- PROJECT IMPLICIT FEATURED TASK**: This section describes a task about measuring implicit race evaluations and includes a "GO!" button.



Thank You!

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