

IMPLICIT BIAS

Reading List and Educational Resources

Books: Implicit Bias

1. ***Blink – The Power of Thinking without Thinking*, by Malcolm Gladwell**, New York: Little, Brown and Co., (2005) – This book is a very accessible explanation of the workings of the subconscious mind including a discussion of the dangers of implicit bias; the manner in which the brains filters can sharpen our expertise or make us blind to change.
2. ***Blind Spot – Hidden Biases of Good People*, by Mahzarin Banaji and Anthony Greenwald**, New York, Delacorte Press, (2013) - Professors Banaji and Greenwald tell the history of the Implicit Association test and its' implications for our day to day lives. After a decade of testing, they conclude that the biases revealed by the test will affect our decision making unless we become aware of them. A very accessible book with many more tests you can take to learn how your own brain processes information.
3. ***The Inclusion Dividend, by Mark Kaplan and Mason Donovan***, Bibliomotion, (2013) The book provides a framework to tap the bottom line impact that results from an inclusive culture. Most leaders have the intent to be inclusive, but translating that into a truly inclusive outcome with employees, customers and other stakeholders requires a focused change effort. The authors provide straightforward advice on how to achieve the kind of meritocracy that will result in a tangible dividend and move companies ahead of the competition.

General Online Resources

- 1) **The Implicit Association Test: Project Implicit Harvard University.**
<https://implicit.harvard.edu/implicit/demo/>
- 2) **The Brain with David Eagleman:** Here you will find Dr. David Eagleman's PBS series on the brain. Segments two and three might be of interest.
<http://www.pbs.org/show/brain-david-eagleman/>
- 3) **Kirwan Institute - State of the Science – Implicit Bias Review (2015)**
<http://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf>

Online Resources: Implicit Bias and the Courts

- 1) *Implicit Bias in the Courtroom*,
2012 Article, UCLA Law Review, Professor Jerry Kang, Judge Mark Bennett, et. al:
<http://www.uclalawreview.org/pdf/59-5-1.pdf>
- 2) *Helping Courts Address Implicit Bias – Resources for Education*, National Center for State Courts: <http://www.ncsc.org/ibeducation>

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- a. NCSC: *Implicit Bias – A Primer for State Courts*, 2009 article, National Center for State Courts, Professor Jerry Kang:
<http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/kangIBprimer.ashx>
 - b. NCSC: *Implicit Bias Project Report*:
http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/IB_report_033012.ashx
 - c. NCSC: *Addressing Implicit Bias in the Courts*:
http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/IB_Summary_033012.ashx
 - d. NCSC: *Strategies to Reduce the Influence of Implicit Bias*:
http://www.ncsc.org/~media/Files/PDF/Topics/Gender%20and%20Racial%20Fairness/IB_Strategies_033012.ashx
- 3) *Blind Auditions: GapJumpers*
<https://www.gapjumpers.me/>