Resources for learning about and combating the impacts of Implicit Bias (compiled by Isabel Morris and ADVANCEGeo)

Useful Links to Tools and Resources:
- ADVANCEGeo resources, including studies from the presentation, using the 5D's to interrupt hostile behaviors (microaggressions, workplace harassment, unfair treatment, etc.) and resources for recognizing, dealing with, and learning more about implicit bias: https://serc.carleton.edu/advancegeo/resources/index.html
- https://www.gapminder.org/
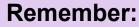- https://implicit.harvard.edu/implicit/takeatest.html

Reference Letters:
- Tom Forth's gender bias calculator: http://slowe.github.io/genderbias/
- USC/IGEN "Better Letters: Equitable Practices for writing, reading, and soliciting letters of recommendation" https://igenetwork.org/resource/better-letters-equitable-practices
- University of Arizona https://csw.arizona.edu/content/publications
- Dutt, K.: Avoid Implicit Gender Bias in Recommendation Letters. Lamont-Doherty Earth Observatory, The Earth Institute of Columbia University, New York. July 2019.

Recommended Reads (compiled by Blair Schneider for ADVANCEGeo):
- *Blindspot: Hidden Bias of Good People* by Mahzarin Banaji and Anthony Greenwald
- *Thinking, Fast and Slow* by Daniel Kahneman
- *Whistling Vivaldi: And Other Clues to How Stereotypes Affect Us* by Claude Steele
- *Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization* by Cia Vershelden
- *Me and White Supremacy* by Layla Saad
- *How to be an Anti-racist* by Ibram X. Kendi
- *Why are all the Black Kids Sitting Together in the Cafeteria* by Beverly Daniel Tatum
- *So you want to talk about race* by Ijeoma Oluo
- *I'm Still Here: Black Dignity in a World Made for Whiteness* by Austin Channing Brown
- ACS Series "Addressing Gender Bias in Science & Technology.

What are your biases?
Where do they come from?

Remember:
*Lead by example
*Treat others with respect
*Interrogate your own behaviors
*Plan enough time to avoid "System 1" takeover
*Educate yourself
*Demand accountability
*Speak out! Individuals can stir collective action.

Summary of Strategies (compiled by ADVANCEGeo)

Strategy	Grad student admissions	Honors and Awards	Hiring	Mentoring/ Networking
Block out identifying information	X	X	X	X
Require representation from diverse groups across multiple identity levels (at all levels)	X	X	X	X
Sliding scales to support low-income individuals	X		X	X
Multi-modal participation, encourage multiple ways of presenting or engaging with materials	X	X	X	X
Advertising in external groups that are diverse to encourage submissions (and also think about HOW you are advertising)	X	X	X	X
Training on implicit biases and their impacts	X	X	X	X
Requiring the use of rubrics for all evaluation components	X	X	X	X
Reasonable deadlines to provide time for review and evaluation	X	X	X	
Identifying bias in letters of recommendation	X	X	X	X
Transparency and clarity on requirements of grant, award, job posting, etc.	X	X	X	