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.

What are your biases? Where do they come from?

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/
• University of Arizona https://csw.arizona.edu/content/publications

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 Vershelen
• 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.

These resources were compiled by Isabel Morris based on those from ADVANCEGeo, whose materials are used with permission.
### Summary of Strategies (compiled by ADVANCEGeo)

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