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## Notes from Mind Bugs: The Nature of Implicit Prejudice and Stereotypes

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Implicit Bias in Hiring Decisions:

- Implicit bias directs the administrator's view to who is a talented applicant.
- Implicit race bias doesn't disappear when job candidates are highly qualified.
  - This is a global phenomenon: human resources professionals who showed implicit bias against Muslims were less likely to call back job candidates.
- Resume studies conducted in universities, using the same resume for a male and female student, asked principal investigators the following questions: "Does research productivity, teaching and service meet your expectations? Would you hire?" Principal investigators were more satisfied with the male applicant, perceived them as more competent, and would give the male applicant a higher starting salary.
  - Similar results are found in disciplines with small percentage of women.

Implicit Bias shifts the definition of merit:

- Implicit bias shifts emphasis of strengths and weaknesses: applicants perceived as more competent based on race and gender will have their strengths emphasized.
- In recommendation letters:
  - Research ability was emphasized for male applicants
  - Teaching ability was emphasized for female applicants
    - In addition, female recommendations raised doubt due to faint praise and ambiguous description of the female applicant's abilities.

Solutions:

1. When possible, mask the identity of the person you are evaluating.
2. Ask evaluators to identify the criteria used to make a decision.
3. Reduce stress and time pressures, since these promote mental shortcuts that lead to implicit bias.
4. Use a structured approach when reviewing letters of recommendation and interviewing candidates.
5. Use gender neutral job titles.