

Understanding and Addressing Implicit Biases – Additional Resources

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[Project Implicit](#): Explore your implicit biases by taking one or more Implicit Association Tests (IATs). [Good activity to increase awareness of our implicit biases]

[Implicit Bias Module Series](#) by the Kirwan Institute for the Study of Race and Ethnicity (Ohio State University). [Modules complement and extend what we cover in this session]

Outsmarting the Human Mind – [Strooped!](#) [Video (4:25) illustrating how implicit biases operate outside of conscious control]

Outsmarting the Human Mind - [When Seeing Shouldn't Be Believing.](#) [Video (4:12) illustrating how our preconceived ideas guide how we process information]

Wood, J.L., & Harris III, F. (2020). [How to respond to racial microaggressions when they occur.](#) *Diverse Issues in Higher Education*. [Short piece on the R.A.V.E.N. approach]

Nadal, K.L. (2014). [A guide to responding to microaggressions.](#) *CUNY Forum*, 2(1), 71-76. [Short piece recapping basic aspects of microaggressions and various strategies and steps to respond to microaggressions]

Williams, J.C., & Mihaylo, S. (2019). [How the best bosses interrupt bias on their teams.](#) *Harvard Business Review*. [Short article describing how people in leadership positions can mitigate biases in the context of hiring, teamwork, and promotion]

Commission on the Status of Women (The University of Arizona). [Avoiding gender bias in reference writing.](#) [Handout on how to avoid gender biases in letters of recommendation]

The Washington Post - [Can You Change Implicit Bias?](#) [In this video (3:30), Dr. Mahzarin Banaji puts in perspective what we know about implicit biases and diversity initiatives in organizations]

Wood, J.L. (2020). [When They Say: "Implicit Bias Trainings Don't Work"](#). *Diverse Issues in Higher Education*. [Short article discussing the skepticism around implicit bias training]