Selected references on (gender) bias

Test

Implicit association test (IAT). Project implicit. Available at https://implicit.harvard.edu/implicit/ (Choose *Social Attitudes*, where there are IATs on e.g. gender & science, gender & career, age, disability, race)

Introductions and training materials

Royal Society (2015): Understanding unconscious bias (short video and material on biases and diversity by Uta Frith). https://royalsociety.org/topics-policy/publications/2015/unconscious-bias/

A Conversation with Claude Steele: Lecture at US National Academies organised by the CWSEM, and invited speakers (2015). Available at http://sites.nationalacademies.org/pga/cwsem/index.htm and on vimeo directly: https://vimeo.com/133078934

Equality Challenge Unit (2013): Unconscious bias and higher education: Literature review. Retrieved from http://www.ecu.ac.uk/publications/unconscious-bias-in-higher-education/

Facebook (2015): Managing unconscious bias. Video modules, slides and references. Available at http://managingbias.fb.com/ *Training package, including webpage with video modules on introductions and first impressions, stereotypes and performance bias, performance attribution bias, competence/likeability trade-off bias, maternal bias, business case for diversity & inclusion and what you can do.*

Valian, V. (2006). Tutorials for change. Gender schemas and science careers. Hunter College of the City University of New York. Available at http://www.hunter.cuny.edu/gendertutorial/

STRIDE: Committee on strategies and tactics for recruiting to improve diversity and excellence. Advance program, University of Michigan. Available at http://advance.umich.edu/stride.php (Including the STRIDE faculty recruitment workshop presentation and an updated reading list from Fall 2014 – a 19-page document with close to 90 reference papers, latest from 2013).

U Wisconsin-Madison WISELI :

Breaking the bias habit: A workshop to promote gender equity (2015). WISELI – Women in Science & Engineering Leadership Institute, University of Wisconsin. Retrieved from https://charge.wisc.edu/wiseli/items.aspx#item767

Reviewing Applicants: Research on Bias and Assumptions (2012). WISELI – Women in Science & Engineering Leadership Institute, University of Wisconsin. Retrieved from http://wiseli.engr.wisc.edu/docs/BiasBrochure_3rdEd.pdf

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Bornmann, L., Mutz, R., Daniel, H.-D. (2007). Gender differences in grant peer review. A meta-analysis. *Journal of Informetrics,* 1(3), 226-238. DOI: 10.1016/j.joi.2007.03.001

Boyle, P., Smith, L., Cooper, N., Williams, K., O'Connor, H. (2015): Gender Balance: Women are funded more fairly in social sciences. *Nature,* 525, 181-183. DOI: 10.1038/525181a. Retrieved from http://adsabs.harvard.edu/abs/2015Natur.525..181B

Marsh, H. W., Bornmann, L., Mutz, R., Daniel, H.-D., O`Mara, A. (2009). Gender effects in the peer reviews of grant proposals. A comprehensive meta-analysis comparing traditional and multilevel approaches. *Review of Educational Research,* 79(3), 1290-1326. DOI: 10.3102/0034654309334143. http://rer.sagepub.com/content/79/3/1290

Van der Lee, R., Ellemers, N. (2015). Gender contributes to personal research funding success in The Netherlands. *PNAS, (published ahead of print September 21, 2015).* DOI:10.1073/pnas.1510159112. Retrieved from http://www.pnas.org/content/early/2015/09/16/1510159112.abstract

Vinkenburg, C.J. (2014): Capturing career paths of ERC grantees and applicants: Promoting sustainable excellence in research careers. Retrieved from https://eth-wpf.ch/wp-content/uploads/2015/03/c_ERC_CAREER_paths_study_by_clarrtje_vinkenburg_July-2014.pdf

Way, S.F., Larrmore, D.B., Clauset, A. (2016): Gender, productivity, and prestige in computer science faculty hiring networks. Proc. 2016 World Wide Web Conference (WWW), 1169-1179. Retrieved from http://arxiv.org/abs/1602.00795

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Heilman, M. E. (2012). Gender stereotypes and workplace bias. *Research in Organizational Behavior*, 32, 113-135. DOI:10.1016/j.riob.2012.11.003

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