Title:	**Bias Literacy Program**
Implementation	💡 💡 💡
Field(s) of Action:	* Gender-inclusive / Gender-sensitive Organizational Culture
Objectives:	A Bias Literacy Program is an evidence-based gender bias training offered in order to raise awareness *and* build competence in recognizing and mitigating the effects of gender bias in organizational practices and processes including selection and performance evaluation
Target Group(s):	Faculty members / researchers / employees, could be customized for existing hiring committees, tenure committees, selection panels
Description:	During the training, research on the pervasiveness of stereotype-based gender bias in decision-making and judgment is reviewed. The first module addresses the origins of bias as a habit, the second module promoted "bias literacy" by describing six kinds of stereotype-based gender bias, such as *redefining credentials* and *stereotype priming*, and the third module enhanced self-efficacy for overcoming gender bias by providing behavioral strategies, such as *individuation*, and by cautioning against counter-productive strategies such as a *strong belief in one's ability to make objective judgments*. Participants built positive outcome expectations by envisioning a link between their own actions and desired outcomes. "Breaking The Bias Habit" is an exemplary bias literacy program developed as part of an NSF ADVANCE grant to 6 STEMM schools at the University of Wisconsin-Madison (Carnes et al., 2012, 2015). A cluster-randomized trial of the training led to significant increases in gender bias awareness, in self-efficacy to promote gender equity, in positive perceptions of departmental climate, and in hiring rates of new female faculty (Devine et al., 2017).
More information:	Website: https://wiseli.wisc.edu/workshops/bbh-beyonduw/ Carnes, M. et al. (2015): The Effect of an Intervention to Break the Gender Bias Habit for Faculty at One Institution: A Cluster Randomized, Controlled Trial. *Academic Medicine, 90*(2), 221-230. doi:10.1097/acm.0000000000000552 Carnes, M. et al. (2012): Promoting institutional change through bias literacy. *Journal of Diversity in Higher Education, 5*(2), 63-77. doi:10.1037/a0028128 Devine, P.G. et al. (2017): Breaking the Gender Bias Habit in Academic STEMM Departments: Hiring Outcomes from a Cluster-Randomized Bias Literacy Intervention. *Journal of Experimental Social Psychology.* In press. doi:10.1016/j.jesp.2017.07.002