


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 <i>and</i> 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 <i>redefining credentials</i> and <i>stereotype priming</i> , and the third module enhanced self-efficacy for overcoming gender bias by providing behavioral strategies, such as <i>individuation</i> , and by cautioning against counter-productive strategies such as <i>a strong belief in one's ability to make objective judgments</i> . 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 STEM 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. <i>Academic Medicine</i> , 90(2), 221-230. doi:10.1097/acm.0000000000000552 Carnes, M. et al. (2012): Promoting institutional change through bias literacy. <i>Journal of Diversity in Higher Education</i> , 5(2), 63-77. doi:10.1037/a0028128 Devine, P.G. et al. (2017): Breaking the Gender Bias Habit in Academic STEM Departments: Hiring Outcomes from a Cluster-Randomized Bias Literacy Intervention. <i>Journal of Experimental Social Psychology</i> . In press. doi:10.1016/j.jesp.2017.07.002

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