

NSD IDEA Council
April 16, 2024

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A father and his son are in a car accident. The father dies. The son is rushed to the ER. The attending surgeon looks at the boy and says, 'I can't operate on this boy. He's my son!' How can this be?

*A father and his son are in a car accident. The father dies. The son is rushed to the ER. The attending surgeon looks at the boy and says, 'I can't operate on this boy. He's my son!' How can this be? **The surgeon is his mother.****

* The riddle pre-dates gay marriage in the USA by about 30 years.



Contents lists available at [ScienceDirect](#)

Current Research in Ecological and Social Psychology

journal homepage: www.elsevier.com/locate/cresp



When a stereotype dumbfounds: Probing the nature of the surgeon = male belief[☆]



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- 82% of Americans failed to report that the surgeon could be the boys mother.
- Similar prevalence of the stereotype among both men and women who responded.
- The bias could be alleviated by using gender-neutral language (replace “son” with “child”).
- An example of **bias**.

Implicit Bias



Adapted from: <https://ideas-in-action.lbl.gov/diversity/implicit-bias>

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair.

Implicit biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Implicit bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, **biases may be more prevalent when multi-tasking or working under time pressure.**

A substantial amount of research has been published demonstrating **impact of implicit bias** in various domains including the **criminal justice system, education, and health/health care**. Bias may have an impact on: **hiring, and mentoring** and may contribute to healthcare disparities.

What to do about Implicit Bias?

Summarizing from:

[Long-term reduction in implicit race bias: A prejudice habit-breaking intervention](#)
[Breaking the prejudice habit: Mechanisms, timecourse, and longevity](#)

1. Awareness of one's implicit biases
 - a. [Harvard Implicit Association Test](#)
2. Develop concern about the effects of bias
 - a. ["Good Reads" on implicit bias listed the lab IDEAs In Action website](#)
3. Self-regulatory Effort
 - a. Stereotype replacement, perspective taking, individuation, counterstereotypic imaging, and increasing opportunities for contact" - *Breaking the prejudice habit*
 - b. [Trainings available on IDEAs In Action](#)

My own recommendations for where to learn more about implicit bias:

1. [The good, the bad, and the ugly of implicit bias](#) - Commentary in the Lancet about how tackling implicit bias fits in with addressing gender inequity in STEM.
2. [Six Lessons for a Cogent Science of Implicit Bias and Its Criticism](#) - A good review of the current research and debate in the social science literature on implicit bias.

Opportunities to Be Involved in Outreach and Service



● K-12 STEM Outreach Opportunities

- Many roles open for Science en Acción ([SeA](#)) bilingual STEM camp
 - Many new roles opened to support [SAGE](#)
 - Support needed in the The Berkeley Lab Director's Apprenticeship Program ([BLDAP](#))
 - One more reverse science fair date
 - Help with various local school STEM outreach programs coming up
 - Become a mentor for High School summer interns
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
- <https://k12education.lbl.gov/home>

● Community Service Opportunities

- Many Earth Day Opportunities!
 - Clean-ups, landscaping, beautification
- Volunteer with the [Food Bank of Contra Costa and Solano](#) (FBCCS), the [UC Berkeley food pantry](#), or the [Alameda County Community Food Bank](#)
- Volunteer with [Meals on Wheels](#) to pack or deliver food to Berkeley's homebound seniors
- Sign up to be a tutor for "[Literacy for Every Adult Program](#)" or another "[Bay Area Literacy](#)" program

Sign up to volunteer for these opportunities and more at <https://service.lbl.gov/need/>

NSD IDEA Council resources

- [URM Job Posting funding](#)
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards “50 ways to fight bias”](#)

Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

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