

A reminder on Searches, Biases, and Tools

Ample research that small biases can have big consequences, e.g.



Research Policy

Volume 44, Issue 6, July 2015, Pages 1266-1270



Short communication



The big consequences of small biases: A simulation of peer review

Theodore Eugene Day  

The Children's Hospital of Philadelphia, Office of Safety and Medical Operations, 3401 Civic Center Blvd, Philadelphia, PA 19104, USA

NSD Staff Meeting of January 8, 2019

Featured in Science, February 2015 by Viviane Callier

<https://ncase.me/polygons> by Vi Hart and Nicky Case has a playful example (animated) with triangles and squares,   , who will move if *“less than 33% of my neighbors are like me”*.

Have a look, it is tunable and features a few illustrative alternatives.

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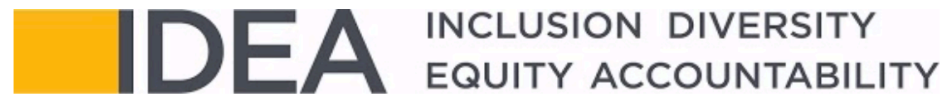
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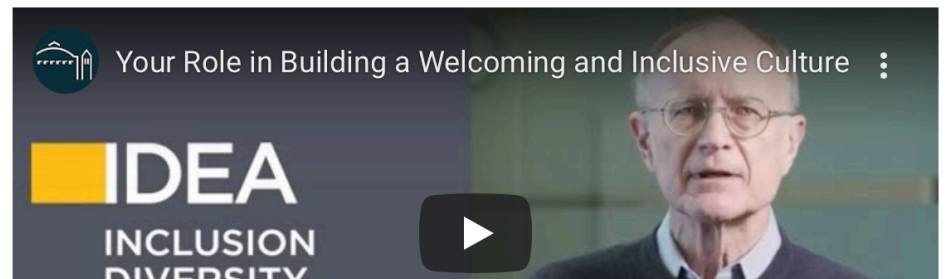
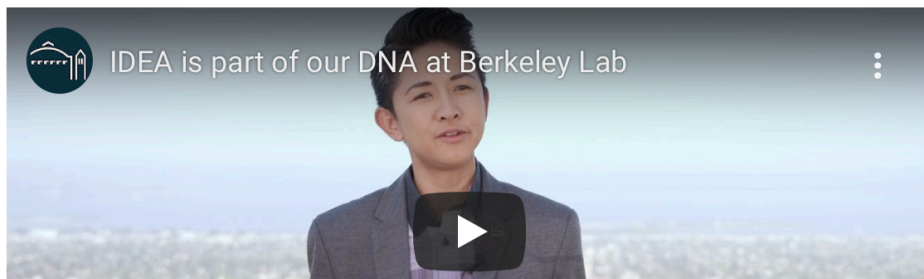
Awareness is a good first step.

The Laboratory has resources to help set the next step(s).

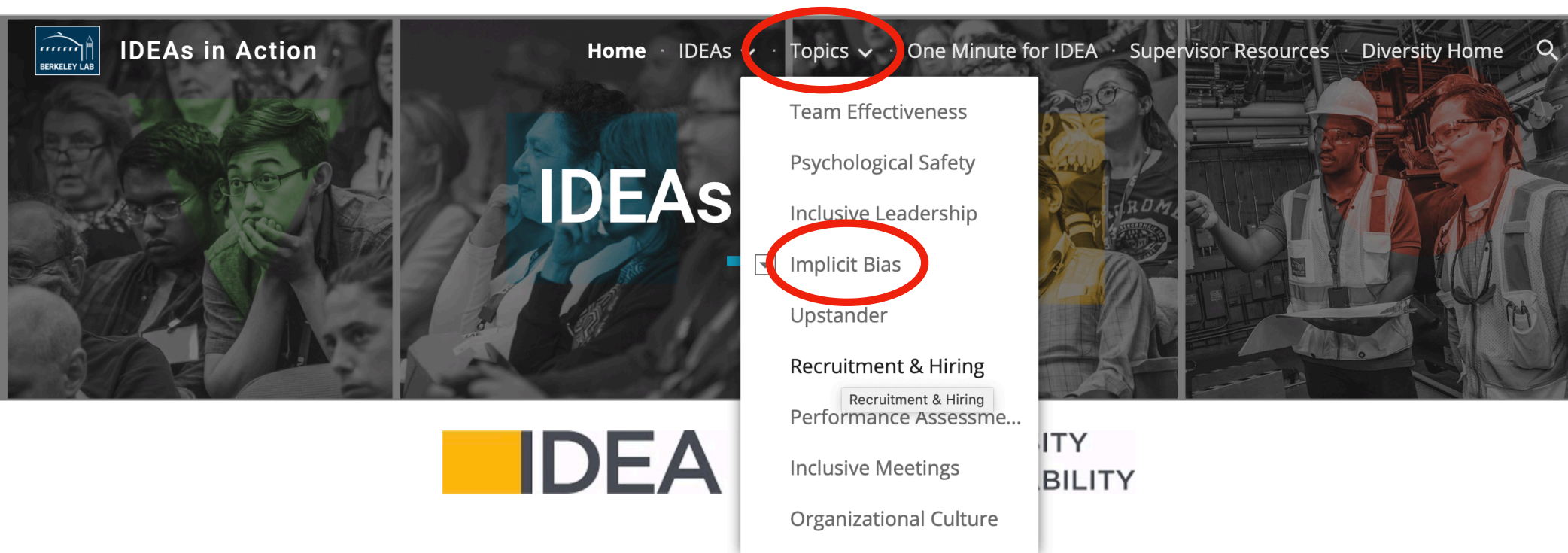
ideas-in-action.lbl.gov has a wealth of resources



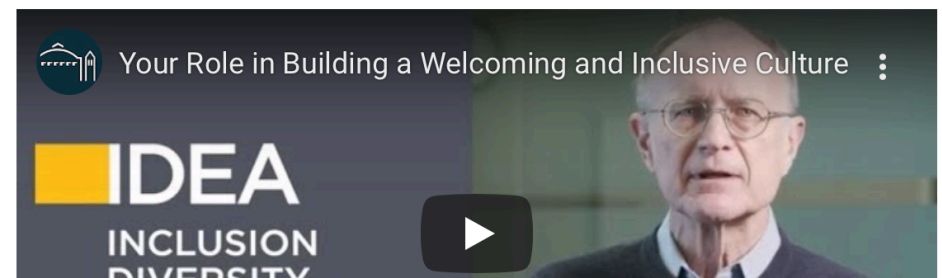
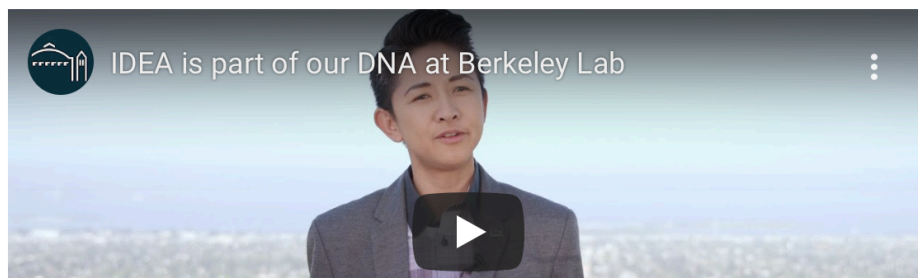
IDEAs in Action is a collection of trainings, toolkits, research and articles to help you bring inclusion, diversity, equity and accountability to your team and to the lab.



For example, resources related to searches:

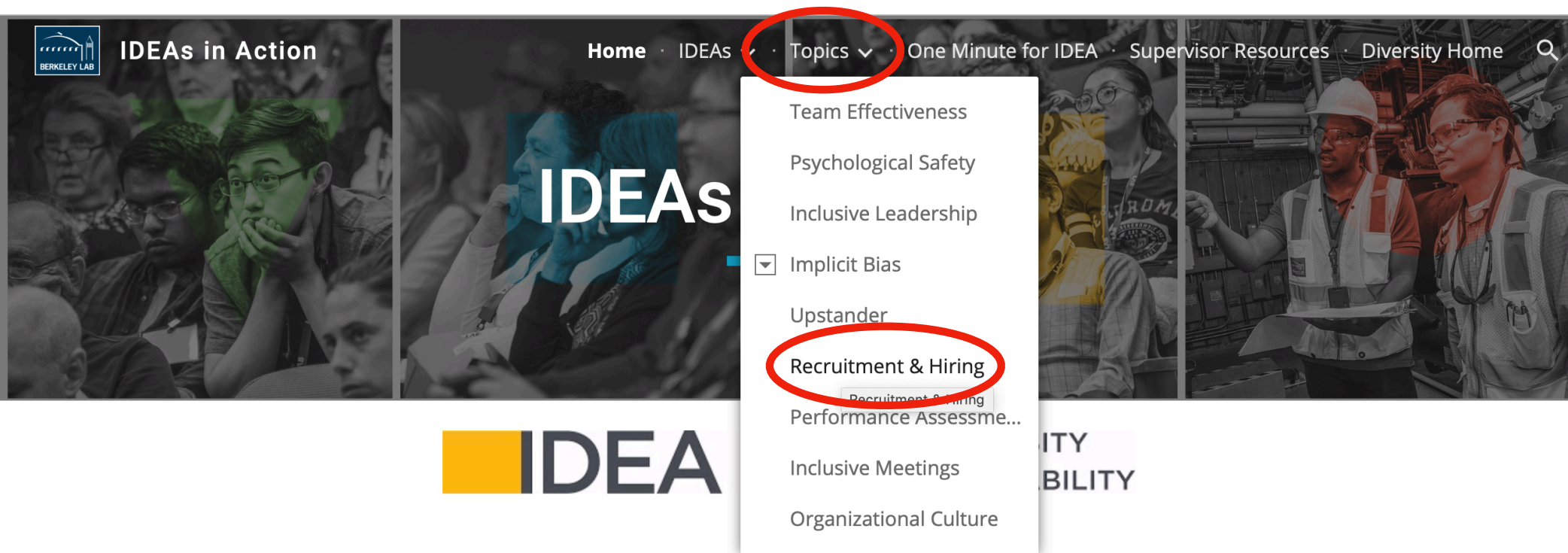


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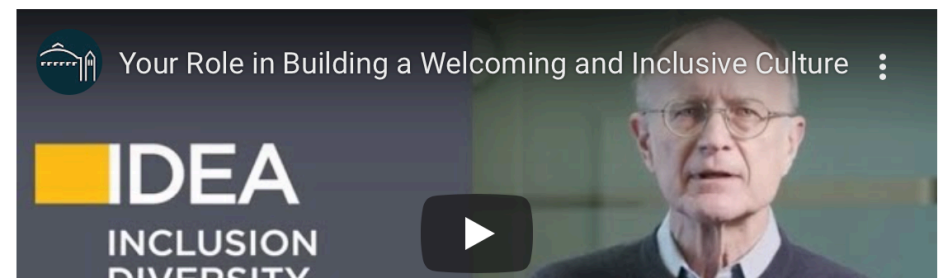
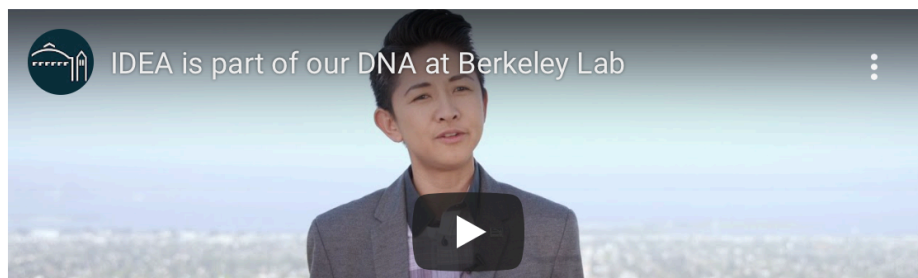


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Recruitment & Hiring



Toolkits

- [Hiring Toolkit](#) - This toolkit is designed to facilitate the hiring process in order to block bias and empower hiring managers, recruiters and interviewers to identify the best talent for the job.
- [Gender Decoder for Job Ads](#) - This site is a quick way to check whether a job description has subtle linguistic gender-coding.



- [Implicit Bias Considerations in Phases of Recruitment and Hiring Process](#) - This Powerpoint will take you through the recruiting and hiring process as it relates to implicit bias issues.
- [For Hiring Managers – Diversity Recruitment at LBNL](#) - This Powerpoint, prepared by LBL's Chief Legal Counsel, discusses Proposition 209 and it's implications for diversity recruitment and hiring.

From the “Implicit Bias Considerations in Phases of Recruitment and Hiring Process” resource:

Recruitment
Strategy

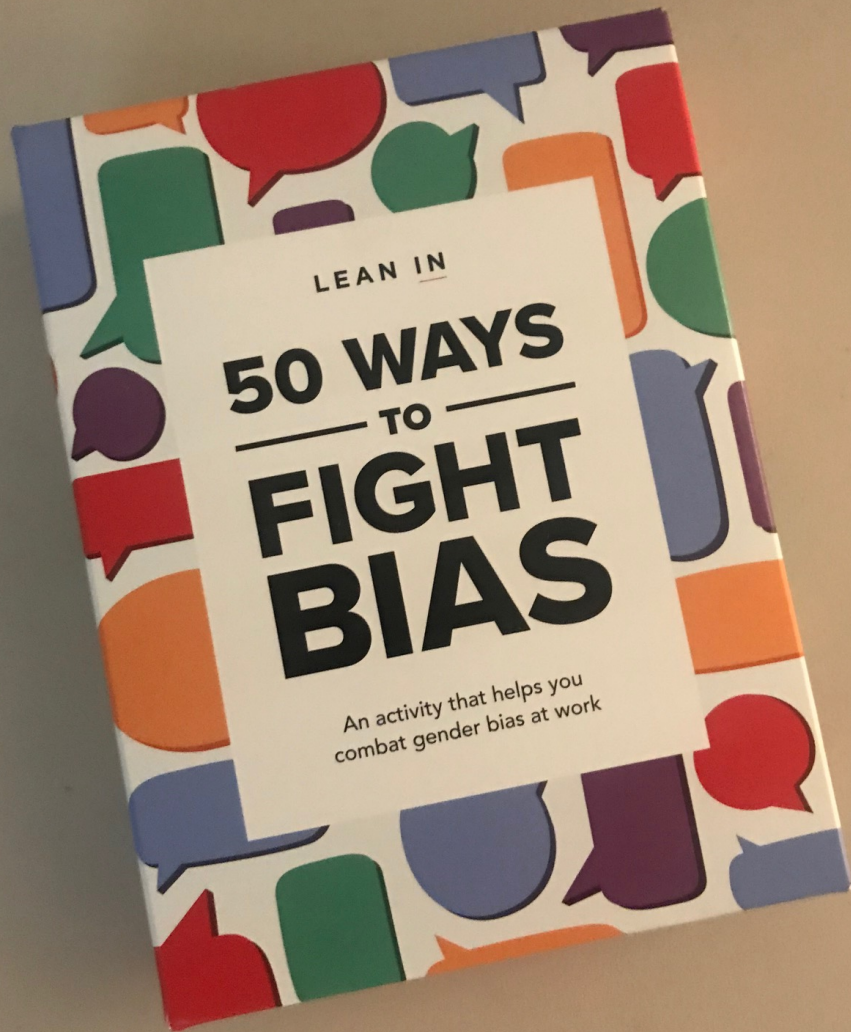
Talent Acquisition Lifecycle Phase 2: Recruitment Strategy

The recruiter meets with the search committee to develop the strategy plan.

BIAS RED FLAGS:

- Not using a diverse search committee. The search committee should consist of two or more people and members should be diverse (i.e., race, gender, experiences). Research demonstrates that diverse committee composition helps to address biases.
- Beginning the process with specific “ideal” candidates in mind.
- The needs of the position change after applicants are reviewed. (To counter this, predetermining the selection criteria is best practice.)
- Selection criteria should reflect the competencies, skills, knowledge and abilities required of the position. Avoid using position titles as competencies or as selection criteria.

One of the Division resources:



50 practical examples, for common situations, including searches and hiring.

Each Program has this kit,

See your Program Head.

<https://leanin.org/50-ways-to-fight-gender-bias>