Implicit Bias Resources

Books:

Banaji, M. R. and Anthony G. Greenwald. *Blindspot: Hidden Biases of Good People*. Bantam; Reprint Edition 2016.
The authors reveal hidden biases based on their experience with the Implicit Association Test. The title explains the science in plain English that makes this an enjoyable read.

Steele, C. M. *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do*. W.W.Norton & Company; Reprint Edition 2011.
The author is a social psychologist who offers a vivid first-person account of the research that supports his views on stereotypes and identity.

Nell, P. *Was the Cat in the Hat Black? The Hidden Racism of Children's Literature, and the Need for Diverse Books*. New York: Oxford University Press, 2017.

Websites:

Project Implicit
https://implicit.harvard.edu/implicit/takeatest.html
Home to the highly regarded IAT test which will help you uncover your implicit biases.

Look Different
www.lookdifferent.org
MTV's "Look Different" campaign helps you contextualize the current threats to equality, and empower you to rebel against injustice and show you how to protect yourself from hate. Take the time to explore this site!

Unbiasing
https://rework.withgoogle.com/subjects/unbiasing/
This is Google's initiative on unconscious bias. The site offers resources for raising awareness and training within your organization.

Articles:

Mind tools Content Team. "Avoiding Unconscious Bias at Work: Avoiding Accidental Discrimination."
https://www.mindtools.com/pages/article/avoiding-unconscious-bias.htm
This article looks at why we make subconscious assumptions about others and how we can avoid them.

Kang, J. "Implicit Bias: A Primer for Courts."
http://jerrykang.net/research/2009-implicit-bias-primer-for-courts/

Boyes, A. "6 Ways to Overcome Your Biases for Good"
https://www.psychologytoday.com/us/blog/in-practice/201508/6-ways-overcome-your-biases-good

Tilley, C. "Book Week: Analysis of bestsellers suggests kids' bookshelves are on a lean"
http://www.abc.net.au/news/2018-08-22/kids-book-top-100-analysis/10042904
This summary of a 2018 study outlines that kids' bestsellers are heavily skewed to portray male characters as protagonists, villains, and monsters, and female characters as much less present, maternal, and vulnerable.

Derman-Sparks, L. "Guide for Selecting Anti-Bias Children's Books"
https://www.teachingforchange.org/selecting-anti-bias-books
This guide, from Teaching for Change, outlines a process for examining children's books' illustrations, storylines, lifestyle messages, child-adult interactions, loaded words, child appeal, and more.

Quinn, B. (2012, July). "Collection Development and the Psychology of Bias." The Library Quarterly: Information, Community, Policy, 82(3), 277-304.
This article highlights the role that implicit bias can play in collection development, and how to combat that bias.

Tarulli, L. " Bias in Readers' Advisory Services"
https://journals.ala.org/index.php/rusq/article/view/6600/8815
This article, in *Reference & User Services Quarterly*, highlights the potential of implicit bias during readers' advisory interviews and recommendations, and how to combat that bias.

Pratt, S. "9 types of Unconscious Bias and the Shocking Ways They Affect Your Recruiting Efforts.
https://www.socialtalent.com/blog/recruitment/9-types-of-bias

Feldberg, A. C. and Kim, T. "How Companies Can Identify Racial and Gender Bias in Their Customer Service. Harvard Business Review, Digital Article. May 28, 2018
https://hbr.org/2018/05/how-companies-can-identify-racial-and-gender-bias-in-their-customer-service
Harvard Business Review provides this overview of how to identify and combat implicit bias in customer service.

Tonin, M. "Do Librarians Discriminate?" Library Journal. Digital Article January 3, 2018.
https://www.libraryjournal.com/?detailStory=librarians-discriminate-backtalk
This article in Library Journal summarizes a 2017 study of how public librarians in the US respond to emails from patrons with names that are white or African American.

Podcast:

NPR Podcast- "The Culture Inside"
https://www.npr.org/programs/invisibilia/532950995/the-culture-inside

Online Training:

Gordon, S. "Unconscious Bias." Lynda.com