



## **Resource List for Unconscious/Conscious Bias**

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### **Online Tests/Exercises:**

- Project Implicit: [www.projectimplicit.org](http://www.projectimplicit.org) - test your own unconscious bias with this free online test sponsored by Harvard University and taken by millions of people in the past 15 years.
- Mind Lab: <http://bit.ly/1NqcXKW> – discover the surprising limitations of your brain's ability to perceive through online interactive demonstrations.

### **Other Resource Lists:**

- American Bar Association, Section of Litigation, Task Force on Implicit Bias, <http://bit.ly/1LD4wh9>.
- "Helping Courts Address Implicit Bias: Resources for Education," National Center for State Courts (2012), <http://bit.ly/1fZyl9e>.
- "State of the Science: Implicit Bias Review," Kirwan Institute for the Study of Race and Ethnicity, Ohio State University (2015), <http://bit.ly/1LOM6Xr>.

### **Educational Videos:**

- "Continuing the Dialogue – The Neuroscience and Psychology of Decision-making, Part 1 - A New Way of Learning," Judicial Council of California (October 28, 2009), <http://www2.courtinfo.ca.gov/cjer/857.htm>.
- "Continuing the Dialogue – The Neuroscience and Psychology of Decision-making: A New Way of Learning, Part 2 – The Media, the Brain, and the Courtroom," Judicial Council of California (March 30, 2010), <http://www2.courtinfo.ca.gov/cjer/863.htm>.
- "Continuing the Dialogue – The Neuroscience and Psychology of Decision-making, Part 3 – Dismantling and Overriding Bias," Judicial Council of California (October 28, 2009), <http://www2.courtinfo.ca.gov/cjer/864.htm>.
- "Managing Unconscious Bias," Facebook employee training video (2015), <http://managingbias.fb.com/>.

### **Articles/White Papers/Blog Posts:**

- Nalty, K. "Strategies for Confronting Unconscious Bias." The Colorado Lawyer (May 2016), <http://bit.ly/1Njxf2>.
- Grant Halvorson, H. & Rock, D. "Beyond Bias: Neuroscience Research Shows How New Organizational Practices Can Shift Ingrained Thinking," Strategy + Business (July 13, 2015), <http://www.strategy-business.com/article/00345?qko=d11ee>.
- Negowetti, N. "Implicit Bias and the Legal Profession's 'Diversity Crisis': A Call for Self-Reflection." Boyd School of Law Journal, University of Nevada Las Vegas, Vol. 15, No. 2 (2015), <http://bit.ly/1ZlmF16>.
- Soll, J.B., Milkman, K.L. & Payne, J.W. "Outsmart Your Own Biases." Harvard Business Review (May 2015), <http://bit.ly/1OaA6zG>.



# Kathleen Nalty Consulting

- Porter, Jane. "You're More Biased Than You Think," Fast Company, <http://bit.ly/1LD5qD1> (Includes a link to a video – "Making the unconscious conscious – Google's efforts to educate employees about implicit bias).
- Kristof, Nicholas. "Is Everyone a Little Bit Racist?" New York Times (August 27, 2014), <http://nyti.ms/1AXv8lm>.
- Reeves, A. "What Does Your Brain 'See'?", Chicago Lawyer (November 2012), <http://bit.ly/1vLxBC>.
- Ross, Howard. "3 Ways to Make Less Biased Decisions." Harvard Business Review (April 16, 2015), <http://bit.ly/1FRxAdk>.
- Bailey, S. "Can You Overcome Inbuilt Bias?" Forbes Blog Post (August 14, 2014), <http://onforb.es/XnGzEF>.
- Papillon, Kimberly. "The Neuroscience of Decision-Making Curriculum: Twelve Steps and Strategies for Increasing Fairness and Eliminating Unconscious/Implicit Association in Decision-Making," National Center for State Courts, [https://isc.idaho.gov/judicialedu/IICM/2013/11\\_Steps\\_Fairness\\_in\\_Decision\\_Making\\_General\\_Law\\_IICM2013.pdf](https://isc.idaho.gov/judicialedu/IICM/2013/11_Steps_Fairness_in_Decision_Making_General_Law_IICM2013.pdf).
- Lee, Samantha & Baer, Drake. "20 Cognitive Biases That Screw Up Your Decisions," Business Insider (August 27, 2015), <http://www.businessinsider.com.au/cognitive-biases-that-affect-decisions-2015-8>.

## Books:

- Banaji, M.R. & Greenwald, A.G. Blind Spot: Hidden Biases of Good People (2013).
- Kahneman, D. Thinking, Fast and Slow (2012).
- Reeves, A.N. The Next IQ: The Next Level of Intelligence for 21<sup>st</sup> Century Leaders (2012).
- Gladwell, M. Blink: The Power of Thinking Without Thinking (2005).
- Fine, C. A Mind of Its Own: How Your Brain Distorts and Deceives (2006).
- Vedantam, V. The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives (2010).
- Ross, H. Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives (2014).
- Steele, Claude M. Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (2010).

## Television Productions:

- "The Brain with David Eagleman" – PBS Series – <http://www.pbs.org/the-brain-with-david-eagleman/home/>.
- "Brains on Trial" - PBS Series hosted by Alan Alda, <http://brainsontrial.com/>.
- "Born good? Babies help unlock the origins of morality." 60 Minutes (November 18, 2012), <http://cbsn.ws/1LPmPwG>.
- "Brain Games" – series hosted by National Geographic Channel, <http://bit.ly/1I3nBb2>.