
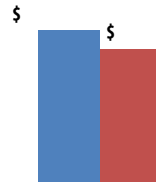



These biases may not be intentional, but their impact is severe. The effects of unconscious bias will not be overcome by maintaining our current efforts to recruit and retain more women.<sup>2</sup>


To reduce unconscious bias in hiring, committees and individuals need to be educated about its existence and effects in academia and industry.



Online tools such as the Harvard Implicit Association Test can help identify an individual's unconscious biases. Sharing research and becoming aware of your organisation's hiring tendencies can also help reduce unconscious discrimination.

US science professors were asked to evaluate a CV for a  :<sup>2</sup>





The male candidate was offered a  ...

... more 

... and was rated more "  " and "  ."



The catch? Other than the names at the top, the CVs were  . 

## References