



## Unconscious/Conscious Bias Resources

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### Online Test:

- Project Implicit: <https://implicit.harvard.edu/implicit/> - test your own unconscious biases with this free online test sponsored by Harvard University and taken by millions of people since 1998.

### Lists of Bias Interrupters:

- Bias Interrupters – [www.biasinterrupters.org](http://www.biasinterrupters.org) – toolkits with bias interrupters for individuals and organizations.
- Inclusion Nudges – <https://inclusion-nudges.org/> – examples of bias interrupters.

### Other Resource Lists:

- American Bar Association, Section of Litigation, Task Force on Implicit Bias, <http://bit.ly/1LD4wh9>.
- “State of the Science: Implicit Bias Review,” Kirwan Institute for the Study of Race and Ethnicity, Ohio State University (2015), <http://bit.ly/1LQM6Xr>; (2016) - <http://bit.ly/2aMHIRR>, (2017) - <https://kirwaninstitute.osu.edu/article/2017-state-science-implicit-bias-review>.

### Educational Videos & Podcasts:

- “[Diversity Makes You Smarter](#)” – TEDx – Kathleen Nalty - April 2017.
- “100 Humans – Episode 4 - Are You Biased” - Netflix
- “Bias” – video on bias - <https://vimeo.com/200087408>.
- “Invisibilia” - <http://www.npr.org/programs/invisibilia>– NPR podcasts on unconscious bias topics.
- “Managing Unconscious Bias,” Facebook employee training video (2015), <http://managingbias.fb.com/>.
- UCLA Office of Equity, Diversity & Inclusion – <https://equity.ucla.edu/programs-resources/>
- PwC – Understanding Blind Spots Series - <https://www.pwc.com/us/en/about-us/blind-spots.html>; Outsmarting Human Minds Series - <https://pwc.to/2rqzDKr>.
- “Continuing the Dialogue –The Neuroscience & Psychology of Decision-making –CA Judicial Council  
1. Part 1 – “A New Way of Learning,” (October 28, 2009), <http://bit.ly/2Dmznhd>.  
2. Part 2 – “The Media, the Brain, and the Courtroom,” (March 30, 2010), <http://bit.ly/2BiFAJq>.  
3. Part 3 – “Dismantling and Overriding Bias,” (October 28, 2009), <http://bit.ly/2h12Mmc>.

### Articles/White Papers/Blog Posts:

- Kang, J. “What Judges Can Do About Implicit Bias,” 57 Court Review 78 (2021) <http://jerrykang.net/research/2021-what-judges-can-do-about-implicit-bias/>.
- Nalty, K. “Strategies for Confronting Unconscious Bias.” The Federal Lawyer (Jan/Feb 2017), <http://bit.ly/2zVtxkA>.
- Grant Halvorson, H. & Rock, D. “Beyond Bias: Neuroscience Research Shows How New Organizational Practices Can Shift Ingrained Thinking,” Strategy + Business (July 13, 2015), <http://bit.ly/1HZDOil>.
- 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/1ZlmFI6>.
- 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/1LD5gD1>.
- 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), <https://nextions.com/wp-content/uploads/2017/05/dip-what-does-your-brain-see-chicago-lawyer.pdf>.
- 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, K. "The Neuroscience of Decision-Making Curriculum: Twelve Steps & Strategies for Increasing Fairness & Eliminating Unconscious/Implicit Association in Decision-Making," National Center for State Courts, [https://www.nawj.org/uploads/files/annual\\_conference/session\\_materials/neuroscience/san-antonio\\_12-steps-for-fairness.pdf](https://www.nawj.org/uploads/files/annual_conference/session_materials/neuroscience/san-antonio_12-steps-for-fairness.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:

- Williams, J. Bias Interrupted: Creating Inclusion for Real and for Good (2021).
- Nordell, J. The End of Bias: A Beginning (2021)
- Eberhardt, J. Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do (2019).
- Banaji, M.R. & Greenwald, A.G. Blind Spot: Hidden Biases of Good People (2013).
- Casey, M.E. & Murphy Robinson, S. Neuroscience of Inclusion (2017).
- Bargh, J. Before You Know It: The Unconscious Reasons We Do What We Do (2017).
- 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).
- Nielssen, T. & Kepinski, L. Inclusion Nudges Guidebook (2016).

## 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, <https://www.amazon.com/Brains-Trial-Alan-Alda/dp/B00EE8AIWO>.
- "Born good? Babies help unlock the origins of morality." 60 Minutes (November 18, 2012), <https://www.cbsnews.com/news/born-good-babies-help-unlock-the-origins-of-morality/>.