Blindspot: Hidden Biases of Good People

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NO RECORDING PLEASE

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• Any two digits

• Price of:
  – Cordless trackball
  – Cordless keyboard
  – Design book
<table>
<thead>
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<th>Product</th>
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<td>26.82</td>
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ENTER TO GROW IN WISDOM
DEPART

TO SERVE BETTER THY COUNTRY AND THY KIND
405 boys applied
402 boys were admitted
Today, radically different

- Gender, ethnicity/race track country
- From every one of the 50 states
- 20% international
- Economic diversity

- Why?
And Yet ...
At Colleges, Women Are Leaving Men in the Dust

• Victor Johnson, center, and Dennis Nelson, football players at Dickinson College, teased each other about never wanting to be seen in the library. They talked about playing a football video game six hours a day, at the expense of homework. Julie Younes, a senior, sat with them in the cafeteria. Credit...Chris Keane for The New York Times
A Generation of American Men Give Up on College: ‘I Just Feel Lost’
Audit Studies
Resume Studies

Housing
Bank Loans
Jobs
Education
Law enforcement
Healthcare

Race
Ethnicity
Gender
Social Class
Sexuality
Age
Disability
Nationality
Religion
Politics
Language/Accent

...
Interviewing
"I don’t care if she is a tape dispenser. I love her.”
Rapid decisions
33 ms – 160 ms
500 ms

“Competence” of face predicts margin of victory in elections
implicit.harvard.edu
names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

**Age** ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

**Native American** ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

**Gender - Science**. This IAT often reveals a relative link between liberal arts and females and between science and males.

**Skin-tone** ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

**Religion** ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.

**Asian American** ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

**Weight** ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

**Disability** ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.

**Transgender** ('Transgender People – Cisgender People' IAT). This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.

**Presidents** ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.

**Sexuality** ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.
Race
2014
2015
2016
2017
2018
2019
2020
0.2
0.3
0.4
0.5
0.6
Primaries
Skin tone
Disability
Mocking
Body weight
DFP video

Implicit Bias:
Learn the Science
Make Better Decisions
Why seek a solution?

It’s legal

It’s smart  disability disruption

Values → Behavior